



华润啤酒(控股)有限公司

China Resources Beer (Holdings) Company Limited

2024

环境、社会及管治报告

Environmental, Social and
Governance Report



ESG 专题 ESG KEY PROJECTS	国麦振兴— 「以国麦 造时代」	Domestic Barley Revitalization – “Pioneering a new era with domestic barley”	2
	迈向零碳— 「全价值链范围三碳核查」	Towards Net Zero – “Scope 3 Carbon Footprint Verification Across the Entire Value Chain”	6
	迈向零碳— 「全价值链协同降碳」	Towards Zero Carbon – “Collaborative Carbon Reduction throughout the Entire Value Chain”	10
报告亮点 REPORT HIGHLIGHTS	可持续发展亮点	Sustainability Highlights	14
环境、社会及管治体系 ENVIRONMENTAL, SOCIAL AND GOVERNANCE SYSTEM	ESG管理架构和董事会声明	ESG Management Structure and the Board Statement	18
	目标制定和检讨机制	Targets Setting and Review Mechanism	24
	利益相关方沟通	Communication with Stakeholders	26
	重要议题识别	Identification of Material Issues	28
第一章 每一份匠心守护品质， 每一杯佳酿超越期待 CHAPTER 1: QUALITY IN EVERY DETAIL, DELIGHT IN EVERY SIP	(一) 产品质量与安全	(I) Product Quality and Safety	37
	(二) 知识产权管理	(II) Intellectual Property Management	41
	(三) 客户服务	(III) Customer Service	42
	(四) 倡导理性饮酒	(IV) Promoting Responsible Drinking	44
	(五) 负责任营销	(V) Responsible Marketing	45
	(六) 数字化转型	(VI) Digital Transformation	46
第二章 每一个人都简单， 每一瓶酒才放光彩 CHAPTER 2: VALUED PEOPLE, BRILLIANT BREWS	(一) 人才管理	(I) Talent Management	52
	(二) 人才兴企	(II) Talent-driven Development	64
	(三) 管理安全	(III) Safety Management	71
第三章 每一环践行减碳， 每一程共“链”革新 CHAPTER 3: GREEN HORIZONS FORGED, LOW-CARBON CHAINS TRANSFORMED	(一) 供应商管理	(I) Supplier Management	87
	(二) ESG全链条管控	(II) ESG Full Chain Management and Control	91
	(三) 供应链安全可控	(III) Supply Chain Security and Controllability	92
	(四) 供应商赋能	(IV) Supplier Empowerment	94
	(五) 合作共赢	(V) Win-win Cooperation	94
	(六) 廉洁采购	(VI) Integrity Procurement	95
	(七) 协作降碳	(VII) Collaboration to Reduce Carbon Emissions	96
第四章 每一次绿色酿造， 每一步“碳”寻未来 CHAPTER 4: EVERY BREW GREENS THE FUTURE, EVERY STEP A LOW-CARBON QUEST	(一) 碳足迹与能源管理	(I) Carbon Footprint and Energy Management	98
	(二) 水资源保护	(II) Water Resources Protection	113
	(三) 绿色包装	(III) Green Packaging	122
	(四) 废弃物管理	(IV) Waste Management	130
	(五) 维护生态系统和生物多样性	(V) Protection of Ecosystem and Biodiversity	134
	(六) 气候变化报告	(VI) Report on Climate Change	140
第五章 每一步足迹扎根社区，每一份担当酿就美好 CHAPTER 5: CO-NURTURING COMMUNITY HARMONY, CO-SHARING SOCIAL RESPONSIBILITY			151
附录： APPENDIX:	附录一：可持续发展数据摘要	Appendix I: Sustainability Data Summary	157
	附录二：主要适用法律和法规之清单	Appendix II: List of Major Applicable Laws and Regulations	163
	附录三：关于本报告	Appendix III: About this Report	165
	附录四：《环境、社会及管治报告指引》索引	Appendix IV: Index of ESG Reporting Guide	167
	附录五：核实声明	APPENDIX V: Verification Statement	171

国麦振兴—「以国麦 造时代」

大麦是啤酒酿造的核心原料，承载著酿造的精髓与文化的传承。
然而，中国啤酒大麦供应面临诸多挑战。



沃土孕金麦

新品种研发

以提升国产麦芽质量与产量为目标，筛选出优异品种如**垦啤麦14**，浸出率媲美进口麦芽， β 葡聚糖、粘度、浊度、脆度等指标也有很大提升，**部分指标更优于国际标准**

推动农户种植

优质优价

- 制定大麦分级质量标准，以更高价格收购高质量大麦

农民赋能

- 为当地农垦单位和农户提供技术培训和他支持

供应链安全可控

- 减少国际进口依赖

环境友好

- 适应气候变化**，形成可持续的农业模式，促进大麦供应链可持续发展
- 供应链低碳转型**，减少进口大麦（海运+陆运）的长途排放；就近散装采购，减少使用独立包装

标准化种植

自二零二三年五月，华润啤酒与国家大麦青稞产业技术体系、农垦种植企业、麦芽企业合作，共同启动了「国产啤麦品质提升及标准化种植质量保障体系研究」项目，引领国产啤麦标准化种植

种植管理优化

- 优选耐旱品种
- 严格种苗管理
- 科学病虫害防治
- 规范收获作业

技术应用

- 精准施肥
- 精准灌溉
- 智慧农业监控（计划中）

在内蒙古，江苏和甘肃三省推广**16,200亩**国产大麦标准化种植，产出国产大麦**7,000余吨**，全部参照**良好农业规范(GAP)**去逐步实施

2024
16,200亩

2025
20,000亩

2026
深度推进

华润啤酒勇担参与者、试验者、支持者和探索者的角色，
致力于构建具有中国特色的啤酒大麦产业链体系。

科研专家

华润啤酒联合专家机构，
制定科学种植技术方案，
精进国产大麦专业化种植最佳实践

种植户

通过技术扶持和市场引导，
提升种植户收益，
实现「提质—增收—振兴」
的良性循环

农场

通过标准化种植示范农场的建设，
系统推广低碳高效农业生产模式，
实现「增产—降碳—护生态」
的多重效益

振兴国麦项目 央企责任担当

供应链自主可控

- 帮助中国啤酒行业减少对进口大麦的依赖

助力乡村振兴

- 打破供应体系的恶性循环，帮助农民提升收入

促进再生农业

- 通过更优质的选种和更精益的种植管理，减少使用化肥、农药和灌溉水，实现优质原料种植及制麦过程的全链条绿色管理，适应气候变化

匠心酿醇啤

共商共创

自二零二一年起，我们围绕大麦育种、种植及应用等主题，与产业协会、专家、科研机构及产区联合研究。举办学术研讨会、技术交流会等活动，探索产业成长路径，提升国麦振兴计划影响力



国麦推广

我们制作「国麦语者」华润雪花啤酒「国麦振兴」探访视频，加强媒体交流、公众互动及持份者沟通，传递项目愿景



打造纯国麦啤酒



好产地种出好麦子 好麦子酿造好啤酒

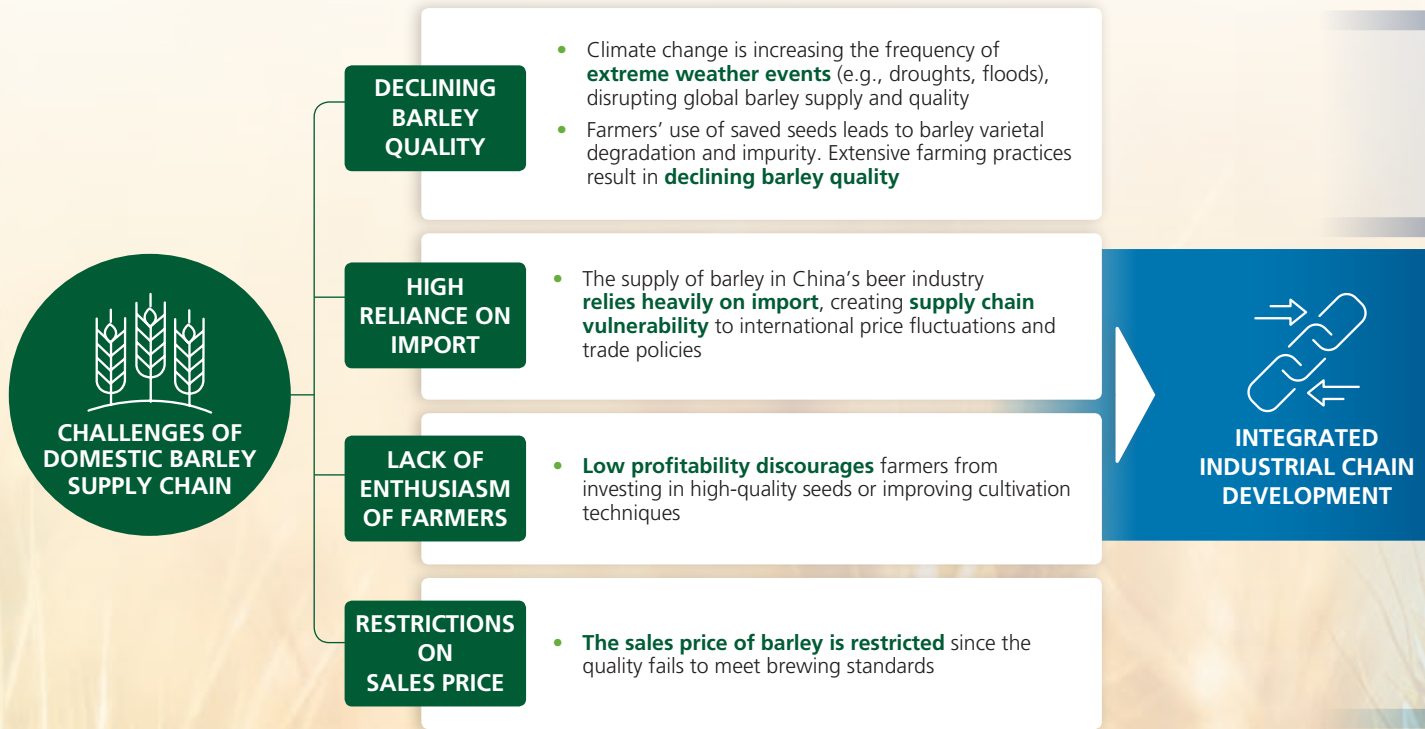
- 消费者对可持续产品的偏好增强，推动产业链闭环发展，打造纯国麦啤酒
- 「星十四」啤酒 = 100% 国产原料 + 环境友好包装材料 + 种植罐
呼伦贝尔原产大麦（星啤麦14）
国产新疆札一酒花
国产青岛大花

附赠星啤麦14大麦种植罐，消费者在趣味园艺中亲身感受国产大麦的茁壮成长

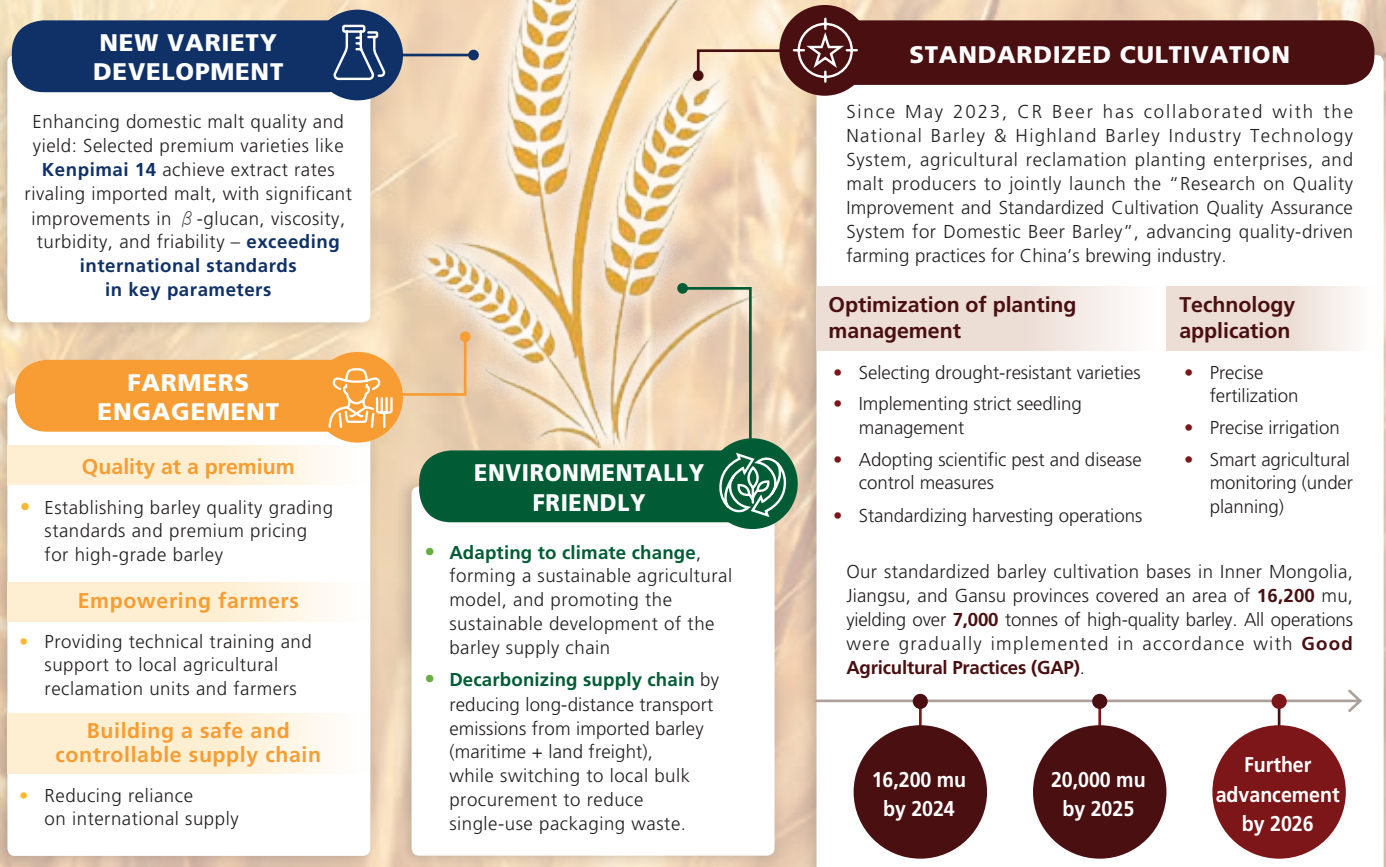


Domestic Barley Revitalization – “Pioneering a new era with domestic barley”

As the core raw material of beer brewing, barley carries within it the very essence of brewing and cultural heritage. However, China’s beer barley supply chain faces multiple systemic challenges.



FROM SEED IN CHINESE SOIL



* In this report, “Domestic Barley (国麦)” specifically denotes China-grown brewing barley.

CR Beer has assumed four pivotal roles – an active participant, bold experimenter, steadfast supporter, and pioneering explorer – dedicating ourselves to establishing a distinctive barley supply chain system with Chinese characteristics.

SCIENTIFIC EXPERTS

CR Beer collaborates with agricultural research institution to formulate science-based barley cultivation protocols, promoting best practises for specialised barley cultivations in China

CULTIVATORS

We enhance farmers' profitability through technical assistance and market incentives, achieving a virtuous cycle of "barley quality improvement – farmers' income growth – domestic barley revitalization"

FARMS

CR Beer's model farms demonstrate climate-smart agricultural practices that are replicated throughout our supply chain, achieving multiple benefits of "increasing production, cutting emissions, and protecting ecosystems" that empowers regenerative agriculture

DOMESTIC BARLEY REVITALIZATION INITIATIVE – FULFILLING OUR CENTRAL SOE MANDATE

SUPPLY CHAIN SOVEREIGNTY

- Reducing the Chinese brewing industry's dependence on imported barley

RURAL REVITALIZATION

- Breaking the vicious circle of the supply system and increasing farmer incomes

REGENERATIVE AGRICULTURE

- Optimizing seed selection and refining cultivation practices to minimize fertilizer, pesticide, and water use – enabling sustainable, climate-resilient barley production through full-chain green management

TO BREW IN YOUR GLASS

JOINT DISCUSSION AND CO-CREATION

Since 2021, CR Beer has been collaborating with industry associations, experts, research institutions, and production regions around the topics of barley breeding, cultivation, and application. We have organized academic seminars, technical exchanges, and other activities to explore the path of industrial growth and enhance the influence of the domestic barley revitalization project



PROMOTION OF DOMESTIC MALT

We produced the "Voice of Domestic Barley" video series, featuring visits to China Resources Snow Breweries' "Domestic Barley Revitalization" project, and strengthened media exchange, public interaction and stakeholder communication to convey the vision of the project



BEER BORN FROM CHINESE SOIL: CRAFTED WITH 100% CHINESE BARLEY



Great land. Great grain. Great brew

- Consumer preference for sustainable products is on the rise, driving the development of a closed-loop industrial chain and the creation of beer crafted with 100% Chinese Barley
- Kenpimai 14 Beer = 100% Locally Sourced Ingredients + Eco-friendly Packaging + Growing Pot

Hulunbuir-grown barley "Kenpimai 14"

Domestic aroma hops Xinjiang zhay

Domestic bitter hops Qingdaodahua

Included a Kenpimai 14 barley growing pot as a gift, allowing consumers to personally experience the journey of China's premium barley through interactive home gardening

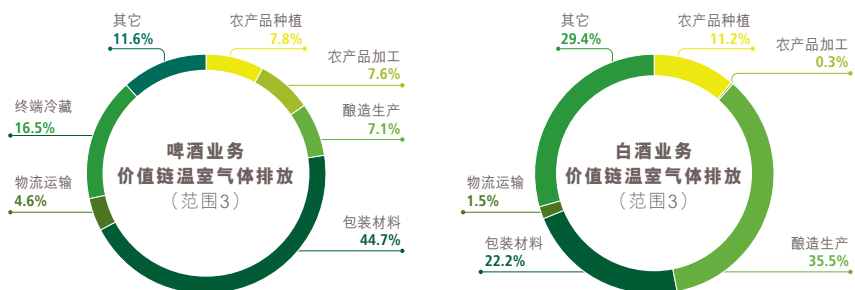


我们于二零二四年八月启动价值链协同降碳项目，以二零二三年度的范围三碳排放清单为抓手，系统评估啤酒与白酒业务的碳排放情况。



业务板块碳足迹分析

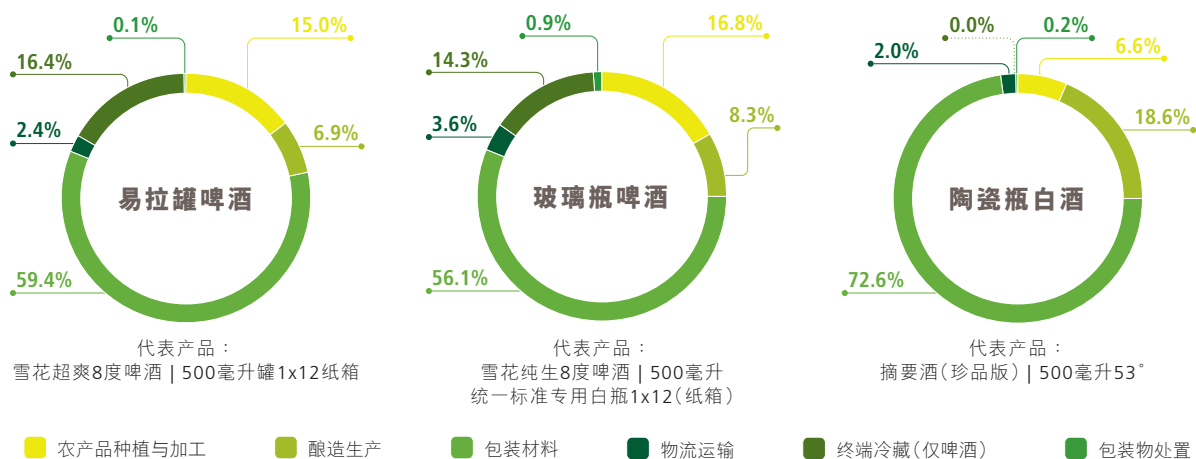
二零二四年，本集团以二零二三年数据为基准，首次系统性开展范围三温室气体排放核查工作。基于《温室气体核算体系》(GHG Protocol)框架标准，我们完整识别并量化了全部15个排放类别，并完整披露了11个与公司实际业务运营直接相关的排放类别数据；其余4个类别经严格确认，与本集团当前业务范畴无关联，因此不作披露。



GHG Protocol排放类别	啤酒业务		白酒业务		集团整体	
	碳排放量 (吨二氧化碳 当量)	排放密度 (千克二氧化碳 当量/千升)	碳排放量 (吨二氧化碳 当量)	排放密度 (千克二氧化碳 当量/千升)	碳排放量 (吨二氧化碳 当量)	排放密度 (千克二氧化碳 当量/千升)
范围1 直接排放(固定/移动燃烧，过程排放)不包括无组织排放	170,246.39	15.76	6,303.30	294.36	176,549.69	16.31
范围2 能源使用产生的间接排放	569,556.39	52.73	59,417.99	2,774.77	628,974.37	58.11
范围3 价值链中产生的所有其它间接温室气体排放	9,686,403.43	896.72	119,589.15	5,584.71	9,805,992.57	906.00
上游—采购原材料及服务	6,451,191.30		62,384.65		6,513,575.95	
上游—固定资产	532,157.23		16,752.96		548,910.19	
燃料和能源相关活动	227,965.72		4,278.29		232,244.01	
上游运输和配送	679,471.76		3,992.53		683,464.29	
上游—运营废弃物	637.60		151.03		788.63	
上游—商务差旅	16,911.43		867.47		17,778.90	
上游—员工通勤	9,155.05		1,375.48		10,530.53	
上游—租赁资产	9,387.56		1,049.35		10,436.91	
下游—运输和配送	-		-		-	
下游—售出产品加工	-		-		-	
下游—售出产品使用	1,724,912.02		-		1724912.02	
下游—产品终寿处理	34,613.76		232.27		34846.02	
下游—租赁资产	-		-		-	
下游—特许经营	-		-		-	
下游—投资	-		28,505.12		28,505.12	
总排放(范围1、2及3)	10,426,206.21	965.21	185,310.44	8,653.84	10,611,516.63	980.42

核心产品碳足迹分析

二零二四年，我们依据《ISO14067 — 2018温室气体产品碳足迹量化要求与指南》，完成选定的31个啤酒产品和4个白酒产品的核查数据底稿，并开展核心产品碳足迹核查。通过分析不同产品类别和包装形式的差异，从LCA角度探索降碳路径。



Towards Net Zero – “Scope 3 Carbon Footprint Verification Across the Entire Value Chain”

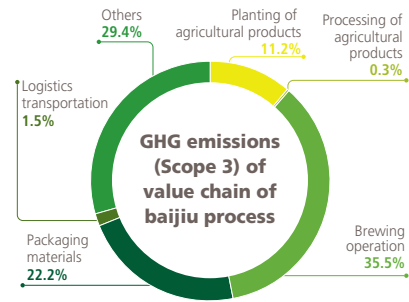
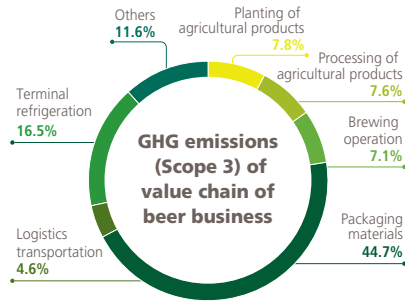
In August 2024, we launched a collaborative carbon reduction initiative for our value chain, using the 2023 Scope 3 carbon emissions inventory as a baseline to assess emissions across our beer and baijiu operations.



Business	Overview of carbon emissions across the entire value chain	Carbon Emission Management	Major targets
Beer	Total GHG Emission (Scope 1, 2 and 3): 10,426,200 tonnes of CO ₂ e GHG Emission Intensity (Scope 1, 2 and 3): 965 kg CO ₂ e/kl (Data in 2023)	Action Plan: Beer Business Carbon Peak Action Plan” Implementation Progress ■■■■■■■■□□□□ 70% Data Accounting: Sort out the greenhouse gas emissions of the entire value chain and achieve full Value Chain GHG Emissions Inventory (Scope 1+2+3 Coverage) ■■■■■■■■■■■■■■■■■■■■ 100% Key Measures: - Industrial Structure & Layout Optimization - Sustainable Upstream Procurement (e.g., aluminum, glass, paper products) - Resource Efficiency & Renewable Energy Adoption (e.g., reduced refrigerator energy consumption) - Packaging Material Recycling (e.g., 81% glass bottle return rate) - Digital & Smart Manufacturing Upgrades	Current: 2024 down by 29% compared with 2020 2030: Down by 25% compared with 2025 Emission intensity Current: 2 carbon-neutral plants 2030: 3 carbon-neutral plants + a batch of green plants Green plants Current: Renewable electricity accounting for >40% 2030: Continued to >50% Renewable electricity
Baijiu	Total GHG Emission (Scope 1, 2 and 3): 185,300 tonnes of CO ₂ e GHG Emission Intensity (Scope 1, 2 and 3): 8,654 kg CO ₂ e/kl (Data in 2023)	Beer-Baijiu Synergy Initiative: - Established a Baijiu Carbon Peak Action Plan Task Force Action Plan: - Launched the “Jinsha Baijiu Carbon Peak Action Plan”, optimizing distillation processes Key Measures: - Energy Efficiency Improvement - Green Raw Material Cultivation (e.g., organic red sorghum planting) - Low-Carbon Packaging (e.g., lightweight ceramic bottles, recyclable paper boxes) - Building Baijiu “Green Plant”	100% before 2027 Renewable electricity Emission intensity Before 2027 Down by 30% Before 2030 Down by 50%

BUSINESS CARBON FOOTPRINT ANALYSIS

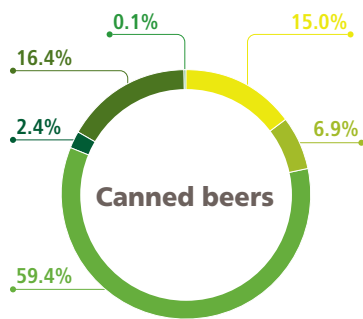
In 2024, the Group conducted its first systematic Scope 3 GHG emissions verification in full compliance with the Greenhouse Gas Protocol (GHG Protocol) framework on the basis of its 2023 data. We comprehensively identified and quantified all 15 emission categories, disclosing complete data for the 11 categories directly relevant to our core business operations. The remaining 4 categories were rigorously verified as non-applicable to the Group's current operational scope, thus exempt from disclosure.



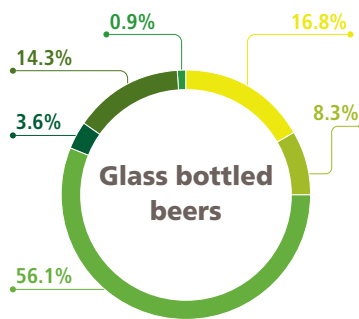
GHG Protocol Emission Categories		Beer Business		Baijiu Business		The Group	
		Carbon Emissions (ton CO ₂ e)	Emission Intensity (kg CO ₂ e/kL)	Carbon Emissions (ton CO ₂ e)	Emission Intensity (kg CO ₂ e/kL)	Carbon Emissions (ton CO ₂ e)	Emission Intensity (kg CO ₂ e/kL)
Scope 1	Direct emissions (stationary/mobile combustion, process emissions) excluding fugitive emissions	170,246.39	15.76	6,303.30	294.36	176,549.69	16.31
Scope 2	Indirect emissions from energy use	569,556.39	52.73	59,417.99	2,774.77	628,974.37	58.11
Scope 3	All other indirect greenhouse gas emissions generated in the value chain	9,686,403.43	896.72	119,589.15	5,584.71	9,805,992.57	906.00
	Upstream – Purchased goods and services	6,451,191.30		62,384.65		6,513,575.95	
	Upstream – Capital goods	532,157.23		16,752.96		548,910.19	
	Fuel- and energy-related activities	227,965.72		4,278.29		232,244.01	
	Upstream transportation and distribution	679,471.76		3,992.53		683,464.29	
	Upstream – Waste generated in operations	637.60		151.03		788.63	
	Upstream – Business travel	16,911.43		867.47		17,778.90	
	Upstream – Employee commuting	9,155.05		1,375.48		10,530.53	
	Upstream – Leased assets	9,387.56		1,049.35		10,436.91	
	Downstream – Transportation and Distribution	-		-		-	
	Downstream – Processing of Sold Products	-		-		-	
	Downstream – Use of sold products	1,724,912.02		-		1,724,912.02	
	Downstream – End-of-life treatment of sold products	34,613.76		232.27		34,846.02	
	Downstream – Leased Assets	-		-		-	
	Downstream – Franchisees	-		-		-	
	Downstream – Investments	-		28,505.12		28,505.12	
Total Emissions (Scopes 1, 2, and 3)		10,426,206.21	965.21	185,310.44	8,653.84	10,611,516.63	980.42

SAMPLE PRODUCT CARBON FOOTPRINT ANALYSIS

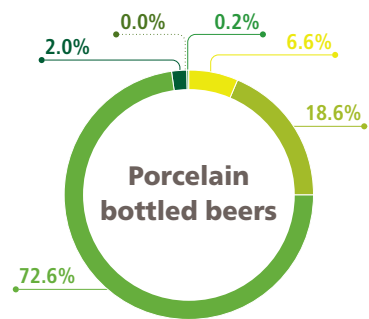
In 2024, we completed the data verification of the chosen 31 beer products and 4 baijiu products and conducted the carbon footprint verification of core products in accordance with ISO14067-2018 Greenhouse Gases—Carbon Footprint of Products—Requirements and Guidelines for Quantification. The carbon reduction path was explored from the perspective of LCA by analyzing the differences of different product categories and packaging forms.



Sample:
Snow Super X 8° Beer | 500ml Can x 12 (Paper Carton)



Sample:
Snow Draft 8° Beer | 500ml Standard White Glass Bottle x 12 (Paper Carton)



Sample:
Zhaiyao Baijiu (Premium Edition) | 500ml, 53% Alc/Vol

Planting and processing of agricultural products
Logistics transportation

Brewing operation
Terminal refrigeration

Packaging materials
Disposal of packaging materials

迈向零碳——「全价值链协同降碳」

华润啤酒构建「从农田到酒杯」的低碳闭环，
明确全价值链协同降碳路径，推动产业链上下游绿色转型。



1. 研发创新 驱动各环节低碳突破

低碳工艺研发

- 探索风电和生物质能应用
- 常温CIP清洗
- 水资源回收再利用等

数字化工具开发

- 引入专业碳排放核算软件与数据库，支援碳足迹管理
- 升级设备与智能信息系统，整合价值链碳排放数据



2. 源头减碳 构建绿色供应链

原料种植

- 低碳农产品采购
- 推动本地化采购，降低运输环节碳排放
- 散装采购原料，减少独立包装使用
- 探索推广气候友好的再生农业，鼓励种植源头适应气候变化
- 国麦振兴：国麦碳足迹较加拿大进口大麦降低**3%**，预计运输环节可减碳排**1,132吨/年**

供应商赋能

- 现场调研**21**家供应商
- 建立绿色供应商评价体系，开展供应商ESG审核，将碳足迹纳入采购考量
- 鼓励供应商通过**ISO 14001**环境管理体系认证



3. 生产运营 节能降碳 转型并进



可再生能源替代

- 可再生电力比例**>40%**，目标提升至**>50%**
- 回收污水厌氧沼气制成蒸汽
- 目标在二零二六年前，在**23**家工厂投用光伏发电，总装机容量达**99.7兆瓦**

绿色生产

- 核查啤酒及白酒生产过程中的碳排放环节，针对性减碳
- 二氧化碳零外购
- 在工厂设置碳专员，推动工厂一线碳管理
- 新建工厂采用节能设计和高效材料，进行建筑节能评估

绿色运营

- 鼓励线上会议，减少纸张打印及差旅碳排放
- 厂区建设太阳能路灯和电动车充电桩
- 电动叉车替代柴油叉车，电动客车替代燃油客车
- 减少包材采购和玻璃瓶回收过程损耗

绿色金融

- 参与三菱日联银行绿色存款专案，投放**1.2亿元**人民币绿色存款

数字化运输系统

包装材料

运输物流

终端市场

回收及处置

玻璃瓶回瓶

废弃物资源化



4. 包装材料 4R1D减碳

包装轻量化(推进中)

- 玻璃瓶减重10%，可使瓶装啤酒碳足迹相应降低**4.8%**
- 已成功研发5款喜力®轻量瓶，减重幅度达**6.1%-16.3%**
- 玻璃瓶轻量化项目完成后，预计可减碳排**29,000吨/年**
- 易拉罐轻量化项目完成后，预计可减碳排**98,000吨/年**

易拉罐优化(推进中)

- 成功开发并测试通过**30%**再生铝添加比例，预计每吨铝可减少碳排**3.2吨**
- 推动供应商采购绿电铝/再生铝替代，罐装啤酒碳足迹最高可降**50%**
- 提升罐化率，减少玻璃生产及物流环节的碳排放

玻璃瓶回收(推进中)

- 构建供应链回瓶商体系，玻璃瓶「**应收尽收、应回尽回**」
- 全年累计回收**98.6亿**支玻璃瓶再利用，预计可减少玻璃原料生产导致的碳排放量约**410万吨**

包装物管理(推进中)

- 拒绝过度包装
- 优先采用经认证的可再生/可降解材料
- 就近采购包装物料，降低物流环节碳排放
- 推动供应商使用绿电/再生材料
- 目标在二零三零年前，实现所有包装材料**100%**具备可回收、可再利用、可再生或可降解中**至少一项**环境属性



5. 多式联运 绿色物流

多式联运优化(推进中)

- 长途货运应用铁路/船运，全年物流环节有望减碳排约**1,112吨**
- 目标二零二七年前，通过多式联运实现物流运输碳排放逐年下降**5%**

仓配一体化(推进中)

- 透过前置仓布局整合仓储与配送，减少中间环节，提升效率，缩短配送时间，借助系统对接与标准化操作优化供应链响应速度

车队电气化(推进中)

- 鼓励物流营运商提高电动运输车辆的使用比例，严格监测物流环节燃料的使用



6. 终端市场 负责任消费

- 推荐下游使用环境友好的制冷剂、节能冰柜和LED照明
- 促销宣传物料采用环保物料制作
- 推广国产大麦啤酒消费，减少进口原料长途运输碳排放



7. 回收与处置 循环经济

废弃物资源化

- 废酒糟、废酵母、废曲草**100%**资源化处理
- 创新副产品应用

提升回收意识(推进中)

- 推动铝罐金属回收
- 完善玻璃瓶回收体系
- 推动循环经济生态
- 加强消费者回收教育

Towards Zero Carbon – “Collaborative Carbon Reduction throughout the Entire Value Chain”

CR Beer is building a low-carbon closed loop “from harvest to cheers” to define decarbonization pathways across the whole value chain and drive green transformation throughout the industrial ecosystem.



1. R&D INNOVATION DRIVING LOW-CARBON BREAKTHROUGHS AT EVERY STAGE

Low-carbon Process Development

- Pilot applications of wind power and biomass energy
- CIP (Clean-in-Place) systems with ambient-temperature cleaning
- Advanced water recycling technologies

Digital Tool Development

- Introducing professional carbon emission accounting software and database to support carbon footprint management
- Upgrading equipment and intelligent information systems to integrate carbon emission data in the value chain



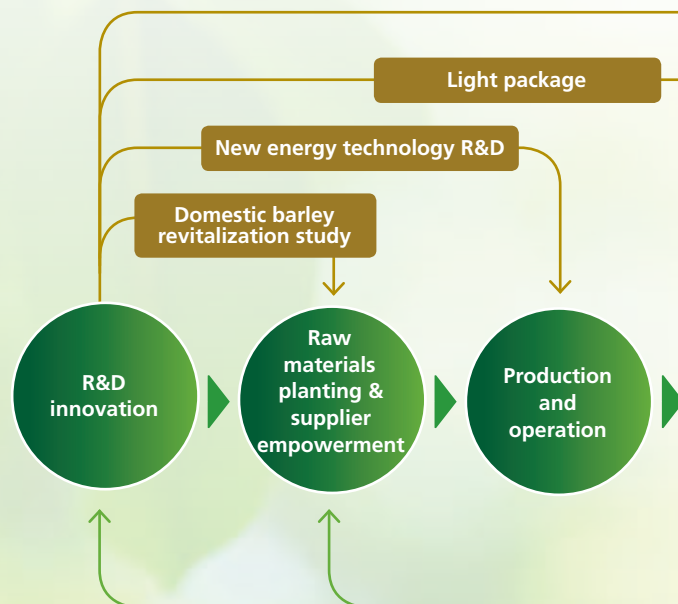
2. CARBON REDUCTION AT SOURCE BUILDING A GREEN SUPPLY CHAIN

Raw Material and Planting

- Low-carbon agricultural product procurement
- Localized sourcing to reduce logistics-related emissions
- Bulk material purchasing to minimize individual packaging
- Climate-smart regenerative agriculture pilot programs
- Domestic Barley Revitalization: The carbon footprint of domestic barley is **3%** lower than Canadian imports, reducing emissions by **1,132** tonnes per year

Supplier Engagement

- Conducted on-site audits for **21** key suppliers
- Establish a green supplier evaluation system, conduct supplier ESG audits, and incorporate carbon footprint into procurement consideration
- Encourage suppliers to pass **ISO 14001** Environmental Management System certification



3. MANUFACTURING & OPERATIONS SAVING ENERGY, REDUCING CARBON, AND ADVANCING TRANSFORMATION



Renewable Energy Transition

- Renewable electricity adoption **>40%**, targeting **>50%**
- Anaerobic biogas recovery from wastewater for steam generation
- Target to install PV systems across **23** plants with total capacity of **99.7MW** by 2026

Green Manufacturing

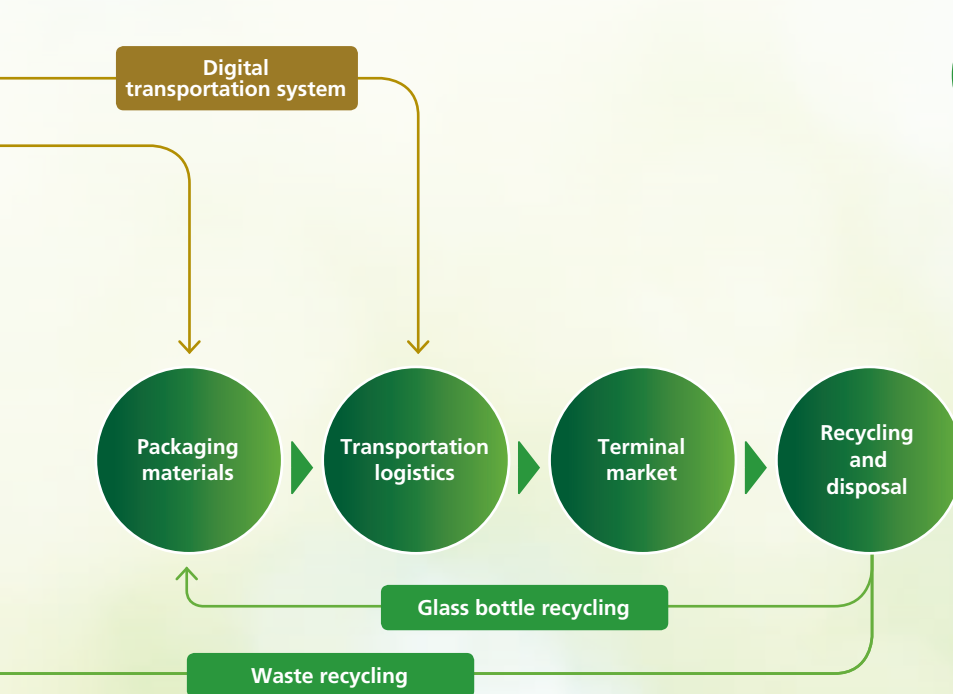
- Analyzing carbon emission hotspot in beer & baijiu production for targeted reduction
- Eliminating external CO₂ procurement
- Deploying on-site carbon specialists for frontline GHG management
- Implementing energy-efficient designs/materials with mandatory energy-saving audits in new plants

Sustainable Operations

- Reducing paper use and travel emissions through digital meetings
- Installing solar streetlights & EV charging stations in facilities
- Replacing diesel forklifts & fuel-powered shuttles with electric alternatives
- Lowering material loss in packaging procurement and glass bottle recycling

Green Finance

- Participating in MUFG Bank's Green Deposit Program with a RMB120 million green deposit



5. GREEN LOGISTICS MULTIMODAL TRANSPORT

Multimodal Transport Optimization (In Progress)

- Shifting long-haul freight to rail/waterway transport, projected to reduce logistics emissions by **~1,112 tonnes/year**
- Targeting to reduce logistics carbon emissions by **5%** through multimodal transport solutions each year before 2027

Integrated Warehousing-Distribution (In Progress)

- Integrating warehousing and distribution through the front warehouse layout, eliminating intermediate handling, improving efficiency, shortening distribution time, and optimizing the response speed of the supply chain with the help of system docking and standardized operations

Fleet Electrification (In Progress)

- Encouraging logistics operators to increase the use of electric transport vehicles and strictly monitor the use of fuel in logistics links

4. PACKAGING MATERIALS 4R1D DECARBONIZATION

Packaging Light-weighting (In Progress)

- A **10%** reduction in glass bottle weight yields a proportional **4.8%** decrease in the carbon footprint of bottled beer.
- We have developed 5 designs of Heineken® lightweight bottle, achieving weight reductions of **6.1%-16.3%**.
- The glass light-weighting initiative is projected to reduce carbon emissions by **29,000 tonnes/year** upon completion
- The can light-weighting initiative is projected to reduce carbon emissions by **98,000 tonnes/year** upon completion

Can Optimization (In Progress)

- Successfully developed and tested cans with **30%** recycled aluminum content, which is projected to reduce carbon emissions by **3.2 tonnes** per ton of aluminum
- Promoting green/recycled aluminum procurement, reducing carbon footprint of canned beer by up to **50%**
- Increasing can-to-glass ratio to reduce emissions from glass production and logistics

Glass Bottle Recycling (In Progress)

- Establishing a closed-loop bottle return system to achieve 'Zero Glass Bottle Left Behind' collection and recycling
- Recycled **9.86 billion** bottles in 2024, avoiding **~4.1 million tonnes** of carbon emission from virgin glass production

Packaging Governance (In Progress)

- No excessive packaging
- Prioritizing certified renewable/degradable materials
- Sourcing packaging locally to reduce logistics emissions
- Encouraging supplier adoption of renewable energy/recycled materials
- Targeting **100%** of packaging to meet **≥1** of sustainable attributes (recyclable/reusable/renewable/degradable) by 2030

6. RETAIL MARKET RESPONSIBLE CONSUMPTION

- Promoting downstream use of eco-friendly refrigerants, energy-efficient coolers and LED lighting
- Adopting environment-friendly materials for promotion advertisements materials
- Encouraging consumers to purchase beer made with domestic barley beer, reducing carbon emissions from importing raw materials

7. RECYCLING AND DISPOSAL CIRCULAR ECONOMY

Waste Valorization

- **100%** utilization of spent grains/yeast/grass
- Innovating byproduct applications

Recycling Engagement (In Progress)

- Advancing aluminum can metal recycling
- Optimizing glass bottle return systems
- Scaling circular economy initiatives
- Educating consumers on recycling practices

可持续发展亮点

治理与责任



100%

董事反贪污培训全覆盖

72.7%

董事会非执行董事占比

16,000人

警示教育覆盖员工人次

11/12

EHS管理「十四五」规划目标达成率

薪酬挂钩

ESG相关绩效与管理团队薪酬挂钩

270万元

年度公益资金投入

1,213人

注册志愿者人数

3,658小时

年度志愿服务总时长

200万元

向金蚕基金每年固定捐赠

1座

BREW TOWN啤酒小镇，
产城融合示范

产品与健康



0起

食品安全零事故

89项

质量和食品安全管理体系通过
国际体系认证

2.74亿元

研发投入

917人

科研工作队伍

7,070件

境内外已注册商标总数

10%

「喜力®」啤酒于
理性饮酒宣传的媒介费用占比

120,000升

全年推广「喜力0.0®」啤酒试饮量

27千卡/百毫升

推出红爵EXTRA啤酒，
热量仅为

10年

连续10年与中国酒业协会
合作推广理性饮酒理念

安全管理



0人

因工亡故的员工

0.89‰

千人伤害率，统计范围扩大至运营
场所内所有人员

100%

所有工厂通过
国家安全生产标准认证

4,243万元

常规性安全投入费用

「零伤害，零事故」
安全管理目标

员工发展



1:0.907

中国首家酒企披露
男/女薪酬比

42个民族

员工构成彰显多元包容

4,080人次

全年员工晋升提拔

9分+

「润心大使」访谈显示68%
员工对工作环境满意度打高分

46.2小时

员工人均全年培训时长

6,203课

「润酒学堂」线上+线下课程



2家

碳中和工厂 认证
凉山及蚌埠工厂

11&12家

 现有国家级及省级
绿色工厂

-9.2%

 温室气体排放总量(范围1+2)
同比下降

-11.5%

 温室气体排放密度(范围1+2)
同比下降

> 40%

可再生电力占比

92.9%

 武汉工厂绿电占比，
共5家工厂绿电占比超80%

2,289.6万千瓦时

光伏电量用量，减碳排1.3万吨

1,606万m³

回收沼气量，减碳排12.5万吨

范围三

价值链碳排放盘查首次披露

双风险

 气候情景分析：
水资源短缺+极端高温

100%

污水排放合规率

2家

国家级**水效领跑者**

12.3倍

循环水/新鲜水利用率

99.9%

一般固废综合利用率

100%

危废合规处置率

100%

 废酒糟、废酵母、废曲草
资源化处理

5款

 「喜力®」轻量化玻璃啤酒瓶开发，
减重6.1%~16.3%

81%

 玻璃瓶回收率，
全年累计回收98.6亿支

30%

比例添加再生铝的易拉罐研发

0起

重大污染事故

0起

生物多样性或生态系统伤害事故

0起

环保行政处罚

5,992万元

年度环保总投入

15,931人

「环境月」活动参与人次

874次

环保专项排查

21,660人

环保培训参与人次

100%

责任采购比率

16,200亩

 国麦标准化种植基地，
产出大麦7,000+吨

40,000亩

 金沙红高粱种植基地示范，
惠及3000+农户

43%

国产酒花本地采购占比

224家

 获得环境、职业安全相关认证
(如ISO45001/18001)的供应商

573家

 获得广泛认可的产品安全性、
质量标准相关认证
(如HACCP、ISO 9001)的供应商

Sustainability Highlights

GOVERNANCE & RESPONSIBILITY



100%

All directors have joint anti-corruption training

72.7%

Proportion of non-executive directors on the Board

16,000

Employee participated in Integrity & Compliance Training

11/12

EHS "14th Five-Year Plan" targets achieved

PAY LINKAGE

ESG performance tied to management compensation

RMB 2.7M

Annual philanthropic spending

1,213

Registered volunteers

3,658 hours

Cumulative volunteer service time

RMB 2M

Base funding for Golden Silkworm Fund

ONE

BREW TOWN, a demonstration of industry-city integration

PRODUCT QUALITY & HEALTH



0 case

Zero food safety incidents

89 items

Quality and food safety management system passed 89 international system certification

RMB 274M

R&D investment

917 people

Research team size

7,070

Registered trademarks (domestic & international)

10%

"Heineken@" beer media budget allocated to responsible drinking campaigns

120,000L

"Heineken@ 0.0" beer trial volume

27 kcal/100ml

Amstel extra beer, with calories of only

10 years

Partnership with ChinaSAO for responsible drinking advocacy

SAFETY MANAGEMENT



0 case

Zero work-related fatalities

0.89‰

the injury rate per thousand employees (expanded to all personnel in sites)

100%

plants passed the assessment and review by the National Production Safety Standardization

RMB 42.43M

Routine safety investments

"Zero Injury, Zero Accident"
Safety Management Target

EMPLOYEE DEVELOPMENT



1:0.907

Male/Female pay ratio (first disclosure in brewing industry in China)

42

Types of ethnicities, workforce diversity

4,080

Employee promotions during the year

9+ score

ERP Ambassadors interview revealed that 68% of employees are highly satisfied with the working environment

46.2hrs

Average training hours per employee during the year

6,203

Online/offline courses on learning platform "Runjiu Academy"

GREEN DEVELOPMENT • BRIGHTER FUTURE



2 **Carbon-neutral Factories**
(Liangshan & Bengbu Plant)

11 & 12 National & Provincial
Green Plants by now

-9.2% Total GHG emissions
(Scope 1+2) YoY reduction

-11.5% GHG emission intensity per unit
(Scope 1+2) YoY reduction

> 40% Percentage of renewable
electricity used

92.9% Wuhan Plant's green power ratio,
5 plants' green power ratio >80%

22.896M kWh Solar PV generated and used,
cutting 13,000t CO₂e

16.06M m³ Biogas recovery,
cutting 125,000t CO₂e

Scope 3 First-ever verification and
disclosure of carbon emissions of
the value chain

2 RISKS Climate scenario analysis
(water scarcity + extreme heat)

0 case Major pollution incidents

0 case Biodiversity/ecosystem damage

0 case Environmental penalties

RMB 59.92M Environmental
protection investment

15,931 Participants in
"Environment Month" activities

874 Environmental inspections

21,660 Participants in Eco-trainings

100% Wastewater discharge
compliance rate

2 National **Water Efficiency
Leader** plants

12.3x Recycled water/
freshwater usage ratio

99.9% General solid waste integrated
utilization

100% Hazardous waste disposing
compliance rate

100% Used grains/yeast/hops recycled

5 Designs of "Heineken®" lightweight
glass bottles, reducing weight by
6.1–16.3%

81% Glass bottle return rate,
with 9.86 billion bottles recycled
within the year

30% R&D on cans with 30% recycled
aluminum

100% Responsible procurement

16,200 mu Domestic barley fields, barley
production 7,000+ tonnes

40,000 mu Jinsha Red Sorghum fields,
benefiting 3,000+ farmers

43% Domestic hop procurement ratio

224 suppliers obtained environmental
and occupational safety-related
certifications (e.g. ISO45001/18001)

573 suppliers with widely recognized
certifications related to product
safety and quality standards
(e.g. HACCP, ISO 9001)

环境、社会及管治报告

Environmental, Social and Governance Report

环境、社会及管治体系

我们认为履行可持续发展的承诺对企业成长至关重要，因此我们在企业战略、重大决策及日常运营中加入可持续发展理念，不断提升自身管理水平，致力为客户提供优质的产品，以推动企业的可持续发展。同时，我们积极履行企业社会责任，并在社会经济、社区及环境等多领域作出贡献，助力推动企业和国家的可持续发展。

ESG管理架构和董事会声明

我们通过持续完善ESG管理、强化董事会的领导与问责机制，以满足利益相关方对企业ESG管理的期望。我们已建立由董事会领导的ESG管理架构。董事会对我们的ESG策略及本报告的汇报结果承担整体责任。董事会每半年与高级管理层召开会议，并在有需要时举行临时会议。其职权范围如下：

- 董事会负责监督和批准我们的可持续发展战略，包括我们制定的华润啤酒安全生产、环境保护、职业健康、碳排放管理和食品安全十四五管理规划、碳达峰行动方案、水资源管理目标等，以确保我们向著可持续发展的方向迈进。
- 董事会监督我们每年评估潜在ESG议题对我们的影响和相关风险。
- 董事会监督及审阅我们与利益相关方沟通及ESG重要议题识别与评估结果。
- 董事会监察及检讨我们ESG目标达成进度，及环境方面的管理方针和策略。
- 董事会督导我们各工作层级（决策层、监督层及执行层）按工作计划落实各项行动。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE SYSTEM

We believe that fulfilling our commitment to sustainable development is crucial for corporate growth. Therefore, we consolidate the concept of sustainable development into corporate strategy, major decisions and daily operations, continuously improve our own management standard, strive to provide high-quality products to customers, and promote corporate sustainable development. Meanwhile, we proactively fulfill our corporate social responsibility, make contributions to various areas such as social economy, community and environment, and promote the sustainable development at both the organizational and national levels.

ESG MANAGEMENT STRUCTURE AND THE BOARD STATEMENT

We continuously improve our ESG management and strengthen the leadership and accountability mechanisms of our Board to meet stakeholders' expectations regarding corporate ESG management. We have established an ESG management structure led by the Board. The Board assumes overall responsibility for our ESG strategy and the results presented in this report. The Board holds semi-annual meetings with the senior management or special meetings when necessary. Its responsibilities are as follows:

- The Board is responsible for supervising and approving our sustainable development strategy, including the CR Beer management plans for production safety, environmental protection, occupational health, carbon emission management, and food safety during the 14th Five-Year Plan period, the Carbon Peak Action Plan, water resource management objectives, etc., to ensure that we are moving towards sustainable development.
- The Board supervises our annual assessment of the impact of potential ESG issues on us and related risks.
- The Board oversees and reviews our communication with stakeholders and the identification and assessment results of ESG material issues.
- The Board monitors and reviews the progress of our ESG targets and environmental management policies and strategies.
- The Board supervises our various work levels (decision-making level, supervision level and execution level) to implement various actions according to the work plan.

审核委员会在每半年度举行的会议，与高级管理层及内部审计职能审视与ESG相关的业务风险。审核委员会透过我们「三道防线」的风险管治架构，监督业务的ESG风险管理及相关行动的实施情况，并针对相关行动实施情况作出指导。

董事会每半年审查ESG主要目标进度、主要风险和所采取的应对措施，并在中期报告及年报中作出披露，让利益相关方能密切跟踪公司进展。

董事会于二零二四年度已接受ESG培训，内容围绕附录C2《环境、社会及管治报告守则》针对气候相关信息披露的最新要求，以应对可持续发展及条例的国际趋势。董事会亦与喜力集团就二零二四年度ESG议题加强沟通，分享经验与良好实践基准事宜。

华润啤酒将环境、健康及安全(「EHS」)视为可持续发展的基石，在执行层面，我们设立由董事会主席担任主任委员的EHS委员会，成员包括两位执行董事及全部高级管理层，以切实保障华润啤酒「十四五」战略规划平稳落地。

华润啤酒EHS委员会办公室设在华润啤酒环境健康和全部部，负责华润啤酒EHS委员会的日常工作。华润啤酒下属生产工厂、省营销中心、项目公司也依要求成立相应的EHS委员会，设置EHS部门明确落实管理权责，并建立了完善EHS管理要素体系，提升企业管理水平。

我们已根据客观环境和自身情况，制定了一个全面的环境及社会风险识别、管控及处理机制，并通过制度设置、日常监控、数据收集、资讯披露等多项工作推动企业可持续发展，以回应各利益相关方的需要。

The Audit Committee reviews ESG-related business risks with senior management and the internal audit function at semi-annual meetings. Leveraging the risk governance structure featuring with “three lines of defense”, the Audit Committee oversees the implementation of ESG risk management across the business and related actions, and provides guidance on such actions.

The Board reviews the progress of key ESG targets, associated risks, and mitigation measures on a semi-annual basis, and makes disclosures in the interim and annual reports to keep stakeholders abreast of the Company’s progress.

The Board received ESG training in 2024 on the latest requirements for climate-related disclosure in Appendix C2 of the “Environmental, Social and Governance Reporting Code” to address international trends in sustainability and regulations. The Board also strengthened its communication with Heineken Group on selected 2024 ESG topics, sharing experiences and benchmarking good practices.

CR Beer regards Environment, Health and Safety (“EHS”) as the cornerstone of sustainable development. At the operational level, we have established an EHS Committee with the Chairman of the Board serving as its Director, and its members including two Executive Directors and all senior management, to effectively ensure the smooth implementation of CR Beer’s “14th Five-Year Plan” strategic roadmap.

The CR Beer EHS Committee Office is located within CR Beer’s Environmental Health and Safety Department, responsible for the daily operations of the CR Beer EHS Committee. CR Beer’s subordinate production plants, provincial marketing centers, and project companies have also established corresponding EHS Committees in compliance with requirements, setting up EHS departments to clearly implement management responsibilities, and have built a comprehensive EHS management elements system to enhance corporate management standards.

We have developed a complete environmental and social risk identification, control and handling mechanism based on objective conditions and our own circumstances, and promote sustainable corporate development through multiple initiatives including system establishment, daily monitoring, data collection, and information disclosure, in order to address the needs of all stakeholders.

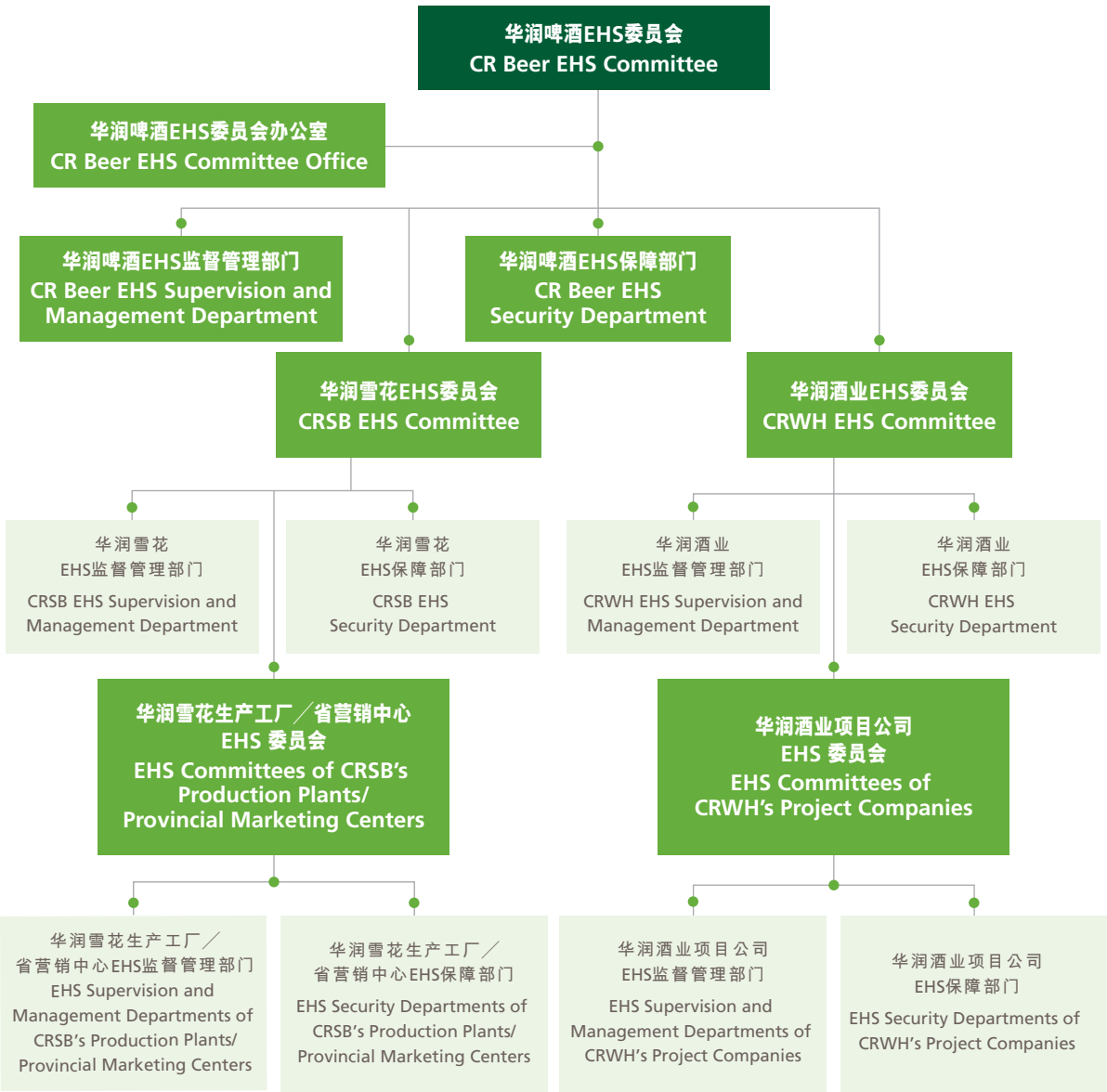
EHS委员会职权范围：

- 贯彻和落实国家有关EHS的方针政策、法律法规和决策部署，研究决策华润啤酒EHS工作的重大方针政策；
- 审定和下达华润啤酒EHS中长期规划、年度EHS目标，部署年度EHS工作计划和管理重点，并组织进行考核评价；
- 建立健全全员EHS责任制，审批华润啤酒EHS规章制度、操作规程和事故应急救援预案；
- 分析EHS形势，研究决策解决华润啤酒EHS工作重大事项、重大问题及重大奖惩；
- 协调内外部资源，开展华润啤酒EHS事故事件调查处理及应急救援工作。

Terms of Reference of the EHS Committee:

- Execute and implement national policies, laws and regulations and decisions on EHS, and research and determine on major policies and guidelines on EHS of CR Beer;
- Review and issue the medium- and long-term EHS planning and annual EHS objectives of CR Beer, deploy annual EHS work plans and management priorities, and organize assessment and evaluation;
- Establish and improve the EHS responsibility system for all staff, approve the rules and regulations on EHS, operating procedures and emergency rescue plans for accidents of CR Beer;
- Analyze the EHS situation and make decisions to solve major issues, problems, rewards and punishments for EHS of CR Beer;
- Coordinate internal and external resources to investigate and handle EHS accidents and emergency rescue of CR Beer.

华润啤酒EHS管理体系组织架构图
CR Beer EHS Management System Organizational Framework



EHS部门定期组织召开EHS专题会议，涵盖专题研讨、培训提升、工作部署、风险警示、总结规划及政策解读等类型，以确保运营的可持续性和合规性。其中，培训提升会议着重提升员工EHS管理能力，强化系统填报准确性；总结规划会议回顾季度及年度工作，部署下一阶段任务，推动治本攻坚行动；政策解读会议则确保各单位准确理解并落实国家和集团的EHS政策。

在定期组织召开的EHS专题会议中，总结EHS工作，部署EHS任务。公司总裁及高管团队、总部各职能部门／中心、各区域、各工厂负责人及EHS职能人员通过线下和在线的形式参加会议。EHS部门每月撰写《华润啤酒EHS管理月报》，传达工作要求，反映业务动态、分享工作经验，沟通上下信息。

通过签订覆盖各层级、各部门及全员的EHS责任书，明确环境管理和应对气候变化的责任分工，形成全员参与的责任体系。二零二四年，在岗员工EHS责任书签署率实现100%覆盖。

The EHS Department regularly organizes EHS-focused meetings, covering topics such as special discussions, training and development, work deployment, risk alerts, summary planning, and policy interpretation, to ensure operational sustainability and compliance. Among these, training and development meetings focus on improving employees' EHS management capabilities and enhancing the accuracy of system reporting; summary planning meetings review quarterly and annual work, deploy tasks for the next phase, and promote fundamental improvement initiatives; and policy interpretation meetings ensure that all units accurately understand and implement national and the Group's EHS policies.

At regular EHS-focused meetings, we summarize EHS work and deploy EHS tasks. President, senior management team, functional departments/centers at headquarters, regional leaders, factory heads, and EHS personnel participate in these meetings both offline and online. Additionally, EHS Department publishes the "Monthly Report on CRB EHS Management" to convey work requirements, reflect business developments, share work experience, and facilitate communication across all levels.

Through the signing of EHS responsibility letters covering all levels and departments and all employees, we have clarified the division of responsibilities for environmental management and coping with climate change, and formed a responsibility system with the participation of all employees. In 2024, the signing rate of EHS responsibility letter for our employees achieved 100%.

以下为本集团ESG管理的职能设置和具体职责： The following are the functional settings and specific duties and responsibilities of the Group’s ESG management:

工作层级 Work level	职能设置 Functions	具体职责 Specific duties and responsibilities
最高责任层 The highest accountable level	董事会 The Board	• 监督我们就有关环境和社会影响的评估 To monitor our assessment on the environmental and social impacts • 了解ESG事宜对我们业务模式的潜在影响和相关风险 To understand the potential impacts and relevant risk of ESG issue to our business model • 加强重要性评估和汇报过程，以确保政策已确切及持续地执行和实施 To strengthen materiality assessment and reporting process to ensure accurate and persistent execution and implementation of the policies • 根据与ESG相关的目标和指标来检讨进度 To review progress based on ESG-related targets and indicators • 检讨及监察环境方面的管理方针和策略 To review and monitor environmental management policies and strategies
决策层 Decision-making level	高级管理层 The senior management	• 讨论ESG重大事务、制订管理方针和未来发展 To discuss major ESG issues, formulate management policies and future development • 探讨识别相关风险 To identify relevant risks • 确保内部监控系统有效运作 To ensure effective operation of internal control system • 制定策略和目标及其优次 To formulate and prioritise strategies and targets • 检讨工作效果 To review working results • 对整体工作机制效果进行评估 To assess effectiveness of overall working mechanism • 由上而下地推动有助促进企业的ESG整合，分配各职能部门、分公司相关职责 To facilitate top-down ESG integration and to assign relevant duties and responsibilities to various functional departments and branches

工作层级 Work level	职能设置 Functions	具体职责 Specific duties and responsibilities
监督层 Supervision level	各职能部门、分公司负责人 Responsible persons from various functional departments and branches	- 执行决议并向决策层汇报工作情况 To implement resolutions and report working situation to the decision-making level - 根据整体ESG策略和方向研究具体工作 To conduct researches on actual tasks according to the overall ESG strategy and direction - 指定相关工作小组执行工作 To assign relevant working groups to implement the tasks - 向决策层提出下一年相关工作的改善建议 To suggest work improvement for the coming year to the decision-making level
执行层 Execution level	各职能部门及地方公司的工作小组 Working groups of various functional departments and local companies	- 按监督层的方向，完成职能范围内的相关工作 To complete assigned tasks within own functions in accordance with the direction set by the supervision level - 定期收集、整理和上报相关信息 To collect, organize and report relevant information on a regular basis - 及时反馈实际工作情况，对实际工作的开展进行建议 To make timely feedback of practical working situation and make recommendations on the implementation of tasks - 承担内部信息传播责任 To be responsible for dissemination of internal information

目标制定和检讨机制

基于中国政府提出的「二零三零年碳达峰、二零六零年碳中和」政策目标，以及香港联合交易所有限公司《主板上市规则》附录C2《环境、社会及管治报告指引》中关于气候变化的要求，我们于二零二一年正式将绿色低碳发展纳入企业发展战略。同时，我们参考国际领先同业的最佳实践，结合自身业务特点，制定了企业EHS管理「十四五」规划。以二零二零年为基准年，我们为二零二一至二零二五年设定了12项具体的ESG管理目标，并已获董事会批准。截至目前，大部分目标已提前完成。

TARGETS SETTING AND REVIEW MECHANISM

Considering the policy targets of the Chinese government striving to achieve "2030 Carbon Emission Peak, 2060 Carbon Neutrality", and the latest requirements regarding climate change of the ESG Reporting Guide in Appendix C2 of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited, we had formally incorporated green and low-carbon development into our development strategies since 2021. Meanwhile, by reference to the best practices adopted by the international leading enterprises in the industry and our actual business conditions, we had formulated our EHS management "14th Five-Year" Plan. Taking 2020 as the base year, 12 specific targets for ESG management for 2021 to 2025 has been formulated, which have been approved by the Board. As of now, most of the targets have been accomplished ahead of schedule.

		二零二四年 2024			二零二零年 (基准年) 2020 (Baseline)	二零二五年 (目标年) 2025 (Target Year)	达标情况 Status	二零二四年 对比 二零二零年 变化* Changes in 2024 vs. 2020 *	二零二四年 对比 二零二零年 变化* Changes in 2024 vs. 2020 *
		啤酒 Beer	白酒 Baijiu	啤酒+白酒 Beer + Baijiu	啤酒 Beer	啤酒 Beer			
单位 Unit									
环境(8项) Environmental (8 items)									
单位综合能耗密度 Consolidated energy consumption intensity per unit	吨标准煤/千升产量 Tonnes of standard coal/ kilolitre output	0.019	0.935	0.020	0.021	0.019	已达标 Achieved	-12%	-4%
单位产品水耗 Water consumption intensity per unit	立方米/千升产量 Cubic metres/kilolitre output	2.86	19.05	2.88	2.69	2.68	推进中 In progress	6%	6%
温室气体排放总量 Total greenhouse gas emissions	千吨二氧化碳当量 1,000 tonnes CO ₂ e	671	60	731	914	825	已达标 Achieved	-27%	-20%
温室气体排放密度 Greenhouse gas emissions intensity	吨二氧化碳当量/ 千升产量 Tonnes of CO ₂ e/ kilolitre output	0.060	3.349	0.066	0.084	0.075	已达标 Achieved	-29%	-21%
二氧化硫(SO ₂) Sulphur dioxide (SO ₂)	吨 Tonnes	7	0	7	23	20	已达标 Achieved	-70%	-70%
氮氧化物(NO _x) Nitrogen oxides (NO _x)	吨 Tonnes	60	1	61	117	100	已达标 Achieved	-48%	-47%
干酒糟回收率 Recycling rate of dried spent grains	%	100%	100%	100%	100%	100%	已达标 Achieved	/	/
干废酵母回收率 Recycling rate of dried spent yeast	%	100%	100%	100%	100%	100%	已达标 Achieved	/	/
社会(4项) Social (4 items)									
员工人均培训时长 Average training hours per employee	小时 Hours	/	/	46.2	29.3	36.1	已达标 Achieved	/	58%
员工培训总时长 Total training hours of employees	千小时 Thousand hours	/	/	1,203	779	866	已达标 Achieved	/	54%
员工人均培训投入 Average training cost per employee	人民币元 RMB	/	/	1,121	341	426	已达标 Achieved	/	229%
因工亡故的人数 Number of work-related fatalities	人 People	0	0	0	0	0	已达标 Achieved	/	/

* 二零二五年目标在二零二一年设立，当时并未包含收购贵州金沙的影响。

* The 2025 target was set up in 2021, and was not including the effect of the acquisition of Guizhou Jinsha at the time.

本集团EHS部门、人力资源部门、营运中心、生产中心等部门及中心负责有关ESG目标的执行，定期向总裁汇报进度，并向董事会报告重大ESG议题以确保有效监督。

另外，本集团ESG绩效已与管理团队薪酬挂钩，通过建立ESG考核奖惩机制，定期评估ESG工作和目标完成情况，奖励对在ESG方面取得卓越绩效的组织和个人，并针对出现ESG渎职失职行为的员工采取惩罚。我们为持续提升ESG工作质量和效率，亦有将安全生产、社会责任管理等ESG管理要求纳入经理层年度业绩合同考核，考核结果将影响经理层员工薪酬激励结果。

利益相关方沟通

我们认为与利益相关方对实现企业可持续发展至关重要。我们高度重视利益相关方的意见，因此我们会定期与利益相关方沟通，以了解他们对ESG相关议题的意见。我们透过多元化的沟通渠道，与不同利益相关方进行沟通，包括政府及监管机构、股东、消费者、员工、供应商及合作伙伴、行业协会和社区，并建立全面的沟通机制，以确保本集团了解他们的建议和期望，从而相应提升我们的运营与实践。

The Group's EHS Department, the Human Resources Department, Operation Center, Production Center of the Group are responsible for the execution of the relevant ESG targets and reporting of progress to the President, with the material ESG issues reported regularly to the Board to ensure effective supervision.

In addition, the relevant ESG performance of the Group has been linked to the compensation of the management team. We have established an ESG incentive mechanism to regularly assess and evaluate the ESG work of business units as well as the completion of target tasks, and reward organizations and individuals that have achieved outstanding ESG performance. However, those who commit with dereliction of ESG duty shall accept punishment. In order to continuously improve the quality and efficiency of our ESG work, we have also included ESG management requirements such as production safety and social responsibility management in the annual performance contract assessment of the managers and the results of the assessment will affect their remuneration and incentives.

COMMUNICATION WITH STAKEHOLDERS

We believe that the stakeholders are of significance to achievement of our sustainable development. We attach great importance to opinions of stakeholders, so we communicate regularly with stakeholders to understand their opinions on the related ESG issues. Through diversified communicative channels, we communicate with various stakeholders, including the government and regulatory authorities, shareholders, consumers, employees, suppliers and partners, industry associations and the community, and we have a comprehensive communicative mechanism in place to ensure that the Group understand their advice and expectations, thereby improving our operation and practices correspondingly.

主要利益相关方 Major stakeholders	沟通方式 Means of communication
政府及监管机构 Government and regulatory authorities	定期交流 Regular exchange 阅读政策文件 Study of policy documents 回应咨询 Response to consultation processes
股东 Shareholders	定期发布财务报告 Regular publication of financial reports 召开股东大会 Convening of general meetings 投资者关系沟通 Investor relations communication
消费者 Consumers	客户服务热线及线上智能客服系统 Customer service hotline and online smart customer service system 产品标签 Product labels 邮件及社交媒体 Mail and social media
员工 Employees	员工信箱及意见调查 Employee mailbox and opinion survey 公司内联网 Company intranet 员工活动 Staff activities
供应商及合作伙伴 Suppliers and partners	定期交流 Regular exchange 审核与评估 Examination and assessment 信息共享 Information sharing
行业协会 Industry associations	定期交流 Regular exchange 互相访问 Reciprocal visits 积极参与协会事务 Active involvement in association affairs
社区 Community	社区文化建设 Building of community culture 帮扶弱势群体 Aid for underprivileged groups 社区服务 Community services

重要议题识别

为充分识别及厘定ESG议题的优先次序，以及了解及识别到各利益相关方群体所关注的ESG议题。我们根据上市规则的披露要求及以关键绩效指标，结合自身战略和经营重点，并参考行业最佳实践及国内外社会责任标准，我们从「议题对华润啤酒的财务状况及企业价值的重要性」与「议题对华润啤酒的环境及社会影响的重要性」两个维度对所有ESG议题进行了分析与排序，识别了于重大性议题矩阵所显示的重要性议题，从而确保本报告能具针对性地回应利益相关方对我们的重点关注议题。

由于报告期内我们的业务未发生重大变化，我们依照可持续发展会计准则委员会（SASB）为酒精饮料行业制定的可持续发展会计准则，参考同行业内啤酒及白酒公司的ESG披露内容，经评估确认二零二三年度的重要性评估结果依然有效。此前我们识别出26个与公司业务最为相关的ESG议题，现在我们以更为精准的分类方式呈现这些议题。本报告以下各章节将详细说明有关各个相关ESG议题的政策、措施及绩效，回应利益相关方对我们的期望，并进一步调整未来的可持续发展策略、内部风险评估与监控。

IDENTIFICATION OF MATERIAL ISSUES

In order to fully identify and prioritize ESG issues, and understand and identify the ESG issues concerned by each stakeholder group, in compliance with the disclosure requirements of the Listing Rules and based on key performance indicators, taking into account our own strategy and operating focus, with reference to the best practices in the industry and domestic and international social responsibility standards, we analyzed and prioritized all ESG issues based on the two dimensions of “Materiality to CR Beer’s Financial Position and Enterprise Value” and “Materiality to CR Beer’s Environmental and Social Impact”, and identified the material issues as shown in the matrix of material issues, so as to ensure that the Report specifically addresses the key issues of concern of the stakeholders regarding us.

During the reporting period, there were no significant changes in our business, therefore, in accordance with the Sustainability Accounting Standard prepared by Sustainability Accounting Standards Board (SASB) for the alcoholic beverages industry, with reference to the ESG disclosure by beer and baijiu peers, after assessment, it was confirmed that the results of the materiality assessment for 2023 remained valid. Previously, we identified 26 ESG topics that are the most relevant to the Company’s business, and now we present them in a more accurate classification. In the following chapters of the Report, we will elaborate on the policies, measures and performance in relation to each relevant ESG topic in detail, in order to respond to the expectations of stakeholders towards us, and to further adjust future sustainable development strategies, internal risk assessment and monitoring.

所有利益相关者重大性议题矩阵及列表
Materiality Matrix and Table of All Stakeholders



- 1 员工薪酬福利
Employee Remuneration and Benefits
- 2 劳工标准和劳资关系
Labour Standards and Labour Relations
- 3 产品质量和食品安全管理
Product Quality and Food Safety Management
- 4 公司治理及风险管控
Corporate Governance and Risk Management
- 5 诚信、合规和商业道德
Integrity, Compliance & Business Ethics
- 6 员工培训与发展
Employee Training and Development
- 7 员工沟通
Employee Communication
- 8 人权、多元、公平和共融
Human right, Diversity, Equality and Inclusion
- 9 职业健康与安全
Occupational Health and Safety

- 10 赋能零售商和经销商
Empowering Retailers & Distributors
- 11 供应链管理
Supply Chain Management
- 12 扩大经营收益及回报
Increasing Revenue and Return
- 13 产品与技术创新
Product and Technological Innovation
- 14 环境合规
Environmental Compliance
- 15 客户服务
Customer Services
- 16 数据安全和隐私保护
Data Security and Privacy Protection
- 17 水资源及废水管理
Water & Wastewater Management
- 18 危险废弃物和无害废物管理
Waste & Hazardous Materials Management

- 19 能源管理
Energy Management
- 20 负责任营销
Responsible Marketing
- 21 循环经济
Circular Economy
- 22 倡导本地采购、生产及销售
Advocating Local Sourcing, Production and Sales
- 23 绿色包装
Green Packaging
- 24 减轻或适应气候变化
Mitigating or Adapting to Climate Change
- 25 温室气体排放
GHG Emissions
- 26 倡导理性饮酒
Advocating Rational Drinking

- 高度重要性议题 High Materiality
- 中度重要性议题 Moderate Materiality
- 低度重要性议题 Low Materiality

倡廉善治

PROMOTING INTEGRITY AND GOOD GOVERNANCE

本章节所回应的UNSDGs： UNSDGs responded in this chapter:	
本章所回应的ESG重要性议题： Material ESG issues responded in this chapter:	公司治理及风险管控 Corporate governance and risk control 诚信、合规和商业道德 Integrity, compliance and business ethics
本章所涉及的联交所ESG指标： ESG indicators of the Stock Exchange covered in this chapter:	B7反贪污 B7 Anti-corruption
本章所涉及的GRI指标： GRI indicators covered in this chapter:	GRI205

我们的制度和标准，包括但不限于以下：
Our systems and standards include, but are not limited to, the following:

- 《中央企业合规管理办法》
Compliance Management Measures for Central Enterprises
- 《华润集团商业行为守则》
CR Group Code of Business Conduct
- 《信访办理和监督执纪工作实施细则》
CR Group Guidelines for Handling Petitions and Disciplinary Reviews
- 《「大监督」体系工作办法》
CR Group "Big Supervision" System Work Measures
- 《华润十戒》
CR Ten Commandments
- 《信访举报工作规则》
Petition and Whistleblowing Work Rules
- 《信访件和问题线索集中管理办法》
Centralized Management Measures for Petitions and Problem Clues
- 《员工违规违纪处理办法》
Employee Violation and Disciplinary Handling Measures
- 《华润啤酒反贪污及反贿赂政策》
CR Beer Anti-Corruption and Anti-Bribery Policy
- 《华润啤酒举报政策》
CR Beer Whistleblowing Policy

举报渠道： Whistleblowing Channels:

- (一) 举报电话：
Whistleblowing Hotline:
010-85633811
- (二) 举报邮箱：
Whistleblowing Email:
lianjie@crb.cn
- (三) 来信/来访地址：
Mail/Visit Address:
北京市朝阳区朝外街道雅宝路
亚太大厦写字楼805室、
香港湾仔港湾道26号华润大厦
23楼2301及2310。
Room 805, Asia Pacific Building,
Yabao Road, Chaoyang District,
Beijing;
Room 2301 & 2310,
23/F, China Resources Building,
26 Harbour Road, Wan Chai,
Hong Kong.

华润啤酒始终将合规经营和商业道德作为企业发展的基石，旗帜鲜明的打击商业贿赂、行贿受贿、勒索、欺诈、洗黑钱等职务犯罪，预防和严惩各种腐败。

我们严格遵守国家有关商业贿赂、勒索、欺诈等相关法律法规，以及华润集团的「大监督」体系和相关制度，并根据自身情况推动商业道德、反贪污、举报制度建设，构建具有华润啤酒特色的「1+2+5+N大监督」工作体系，杜绝违法违规行为。

我们要求全体员工、董事、供应商及合作伙伴共同恪守商业道德标准，坚决杜绝任何形式的腐败行为及利益输送。清白营商，干净酿酒，持续巩固发展风清气正的良好生态。

我们组建专业严谨的法律、审计和纪检监察队伍，为各项业务实施、落地、推动提供支持，并充分发挥法律、审计、纪检监察的支撑作用。

我们坚持有权必有责，有责必担当，违纪必追究，失责必问责，纪检部门严格依规、依纪和依法办信办案。本集团持续构建「大监督」体系，鼓励雇员及其它人士举报任何疑似贿赂行为、不道德的营商手法或其它违反乱纪行为，提供了多种举报渠道，针对举报线索要求100%追踪处理。

我们建立阳光透明的利益申报机制，所有董事必须披露任何可能存在的利益冲突；全员定期填写《特定关系人申报》，主动申报本人及近亲属可能与企业产生的利益关联。

CR Beer has always regarded compliance and business ethics as the cornerstone of enterprise development, taking a clear stance against commercial bribery, bribery, extortion, fraud, money laundering, and other occupational crimes, while preventing and severely punishing various forms of corruption.

We strictly adhere to national laws and regulations related to commercial bribery, extortion, fraud, and other relevant areas, as well as CR Group's "Big Supervision" system and related policies. We also promote the construction of business ethics, anti-corruption, and whistleblowing systems tailored to CR Beer's unique characteristics, building a "1+2+5+N Big Supervision" work system to eliminate illegal and non-compliant behaviors.

We require all employees, directors, suppliers, and partners to adhere to business ethics standards, resolutely rejecting any form of corruption or improper benefits. We aim to maintain a clean business environment and continue to foster a positive and healthy ecosystem.

We have established a professional and rigorous legal, audit, and disciplinary inspection team to support the implementation, execution, and promotion of various business activities, leveraging the roles of legal, audit, and disciplinary inspection functions.

We uphold the principle that authority comes with responsibility, and any misconduct or negligence will be strictly investigated and dealt with. The disciplinary department strictly follows regulations, discipline, and the law in handling cases. The Group continues to build the "Big Supervision" system, encouraging employees and other stakeholders to report any suspected bribery, unethical business practices, or other violations, providing multiple reporting channels, and ensuring 100% follow-up on reported clues.

We have established a transparent interest declaration mechanism, requiring all directors to disclose any potential conflicts of interest. All employees regularly complete the "Specific Relationship Declaration", proactively reporting any potential conflicts of interest involving themselves or their close relatives.

案例：华润啤酒「廉润初心」专栏
Case Study: "CR Beer Integrity" Column



华润啤酒「大监督」体系工作办法
CR Beer "Big Supervision" System

我们围绕「大监督」体系开展风险管理与商业道德管理工作，畅通沟通举报渠道，借助内部监管和外部监督等方法进一步减少廉洁合规风险，推动集团稳健发展。

We focus on risk management and business ethics within the "Big Supervision" system, ensuring smooth communication and reporting channels, and leveraging internal and external supervision to further reduce compliance risks, promoting the group's steady development.



我们定期召开警示教育大会、领导干部廉政集体谈话活动、和反腐败工作会议及培训。二零二四年，本集团：

- 全体董事均参与反贪污培训；
- 组织召开2次大规模警示教育大会，覆盖员工1.6万余人次；
- 分层次对新晋中层、销售、采购、营运、财务等系统的关键人员开展专题警示教育12场次，覆盖6,300余人；
- 对直管干部和关键岗位干部代表50余人开展廉政集体谈话；
- 组织开展新干部和年轻干部廉洁教育19场，覆盖400余人；
- 持续推动专项警示教育向基层和经销商延伸，开展专项警示教育106场次，覆盖1.2万余人次。

本集团严格按照国家相关法律法规和内部管理制度，对员工违纪违法行为进行严肃处理。2024年，本集团共计10名员工犯有与腐败有关的违规违纪行为，判处有期徒刑。本集团已依照相关制度与以上雇员解除了劳动关系，并建立了案件复盘机制，防止同类型的案件再次发生。以上案件未对本集团的业务产生重大影响。

合规管理

本集团的审计队伍每三年遵照各级指示与监管要求，围绕审计定位，编制审计工作三年规划，以「促战略、守合规、防风险、强内控、增价值」为目标，通过经济责任审计、专项审计等形式，聚焦重点业务与新业务、重点领域与高风险领域，以及例行监督业务或领域，开展监督工作，实现业务和管理主体的全覆盖。

We regularly hold warning education conferences, collective integrity talks for leading cadres, and anti-corruption meetings and training sessions. In 2024, the Group:

- All directors participated in anti-corruption training;
- Organized 2 large-scale warning education conferences, covering over 16,000 employees;
- Conducted 12 thematic warning education sessions for newly promoted middle-level personnel, as well as key personnel in sales, procurement, operations, finance, and other systems, covering more than 6,300 individuals;
- Conducted collective integrity talks with over 50 directly managed cadres and representatives from key positions;
- Organized 19 integrity education sessions for new and young cadres, covering more than 400 individuals;
- Continued to extend specialized warning education to grassroots levels and distributors, conducting 106 specialized warning education sessions, covering over 12,000 individuals.

The Group strictly adheres to relevant national laws and regulations as well as internal management systems, and deals seriously with employee violations of discipline and law. In 2024, a total of 10 employees in the Group were found guilty of corruption-related violations and were sentenced to fixed-term imprisonment. The Group has terminated the employment relationships with these employees in accordance with relevant regulations and established a case review mechanism to prevent the recurrence of similar cases. The above cases did not have a significant impact on the Group's business.

COMPLIANCE MANAGEMENT

The Group's audit team, following directives and regulatory requirements every three years, formulates a three-year audit plan with the goal of "promoting strategy, ensuring compliance, preventing risks, strengthening internal controls, and adding value." Through economic responsibility audits and special audits, the team focuses on key and new business areas, high-risk areas, and routine supervision, achieving full coverage of business and management subjects.

我们着重从源头上控制贪污、贿赂等违法犯罪现象，正本清源，注重防微杜渐，加强对招标、采购、工程、营运、资金管理等重点领域、和关键岗位的预防控制。二零二四年，我们共开展43个审计项目，涵盖反贪腐、公平竞争、利益冲突、内部交易等商业道德和廉洁相关内容，未发现本集团在上述议题中存有重大问题，公司重大及以上风控事件零发生。

本集团积极响应国务院国资委发布的《中央企业合规管理办法》要求，严格落实合规管理相关规范，参与公司重大事项决策，严格落实国资委要求的合同、制度、重大经营决策法律审核100%，切实防控合规风险，把好合规防线。

反垄断与反不正当竞争

- 开展全员线上反垄断培训1次，实现100%全公司覆盖；
- 组织区域优秀销售经理专项反垄断合规培训1次，覆盖60人；
- 总部销售业务中心反不正当竞争(商业贿赂)风险培训1次，关键岗位人员覆盖100%；
- 法律合规系统全员反垄断培训1次，覆盖区域销售法律顾问及高层领导100%，编撰下发配套培训材料。
- 实现重大活动宣传双反风险100%前置防控，保障企业合规运，避免负面舆情，为正面形象宣传提供法律保障。

税务风险管理

二零二四年，我们除四川、西藏等地区公司享受西部大开发15%税率优惠，海南自贸港鼓励类产业15%税率优惠，及西藏地区公司享有民族自治地方部分免征优惠外，整体均按25%的法定企业所得税税率依法合规纳税。二零二四年度，本集团各项税务风险事件均已妥善处理，未出现重大争议事件。

We emphasize controlling corruption and bribery at the source, focusing on prevention and early intervention, and strengthening controls in key areas such as bidding, procurement, engineering, operations, and fund management. In 2024, we conducted 43 audit projects covering anti-corruption, fair competition, conflicts of interest, and internal transactions, finding no major issues in these areas. The company experienced zero major or above risk control events.

The Group actively responds to the State-owned Assets Supervision and Administration Commission's (SASAC) "Measures for the Compliance Management of Central Enterprises", strictly implementing compliance management norms, participating in major company decisions, and ensuring 100% legal review of contracts, systems, and major business decisions to effectively control compliance risks.

Anti-Monopoly and Anti-Unfair Competition

- Conducted one company-wide online anti-monopoly training, achieving 100% coverage.
- Organized one specialized anti-monopoly compliance training for regional sales managers, covering 60 people.
- Conducted one anti-unfair competition (commercial bribery) risk training for the headquarters sales business center, covering 100% of key personnel.
- Conducted one anti-monopoly training for the legal compliance system, covering 100% of regional sales legal advisors and senior leadership, with accompanying training materials distributed.
- Achieved 100% pre-event risk prevention for major activities, ensuring compliance and avoiding negative public opinion, while providing legal support for positive image promotion.

Tax Risk Management

In 2024, except for companies in Sichuan and Tibet enjoying the Western Development 15% tax rate incentive, Hainan Free Trade Port's 15% tax rate incentive for encouraged industries, and partial tax exemptions for companies in ethnic autonomous regions in Tibet, the Group as a whole complied with the statutory 25% corporate income tax rate. All tax risk events in 2024 were properly handled, with no major disputes.

每一份匠心守护品质，每一杯佳酿超越期待

QUALITY IN EVERY DETAIL, DELIGHT IN EVERY SIP

食品安全和产品品质是企业立身之本，华润啤酒以敬畏之心恪守全链条食品安全防线，严格把关原料到生产的每个环节，层层精研，用匠心打磨每一瓶啤酒和白酒。让醇香传递信任，让畅饮承载安心。

Food safety and product quality are the cornerstone of our enterprise. As a custodian of the food and beverage industry, CR Beer upholds the highest standards of food safety with unwavering dedication. We implement rigorous, full-chain quality control from raw material sourcing through production, applying artisanal precision to craft every bottle of beer and baijiu. Through this commitment, we transform exceptional flavors into enduring consumer trust, while championing responsible drinking.

本章节所回应的UNSDGs： UNSDGs responded in this chapter:	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 产业、创新和 基础设施 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 负责任的 消费和生产
本章节所回应的ESG重要性议题： Material ESG issues responded in this chapter:	• 产品质量和食品安全管理 Product Quality and Food Safety Management • 负责任营销 Responsible Marketing • 客户服务 Customer Service • 数据安全和隐私保护 Data Security and Privacy Protection • 倡导理性饮酒 Promotion of Rational Drinking • 供应链管理 Supply Chain Management • 产品技术与技术创新 Product Technology and Technological Innovation
本章节所涉及的联交所ESG指标： ESG indicators of the Stock Exchange covered in this chapter:	• B5供应链管理 B5 Supply Chain Management • B6产品责任 B6 Product Responsibility
本章所涉及的GRI标准： GRI standards covered in this chapter:	GRI2-25; GRI2-29; GRI416; GRI417; GRI418

联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位 Unit	2025 目标 Target	2024	2023	2022
 产业、创新和基础设施	产品质量与安全 Product Quality and Safety	食品安全事故 Food Safety Incidents	宗 case	0	0	0	0
		食品召回 Product Recalls	宗 case	0	0	0	0
		产品出厂质量达标率 Product Quality Compliance Rate	%	100%	100%	100%	100%
		国家监督抽查合格率 National Supervision Sampling Compliance Rate	%	100%	100%	100%	100%
	客户至上 Customer-Centric	客户投诉回馈处理解决率 Customer Complaint Resolution Rate	%	≥96%	97.5%	97.0%	96.0%
		在15秒内接通电话比率 Call Answer Rate within 15 Seconds	%	≥99%	99.6%	99.6%	99.5%
		投诉处理客户满意度调查得分 Customer Satisfaction Score for Complaint Handling	分 Point	≥86	86.5	87.0	87.0

我们的制度和标准，包括但不限于以下：

Our systems and standards include but are not limited to:

- 《食品安全管理规定》
"Food Safety Management Regulations"
- 《食品安全事故事件应急预案》
"Food Safety Incident Emergency Response Plan"
- 《华润酒业食品安全管理办法》
"CRWH Food Safety Management Measures"
- 《华润酒业食品召回管理办法》
"CRWH Product Recall Management Measures"
- 《产品不良体验管理办法》
"Product Adverse Experience Management Measures"
- 《华润雪花食品安全教育培训管理办法》
"CRSB Beer Food Safety Education and Training Management Measures"
- 《华润啤酒广告法律审核工作指引》
"CR Beer Advertising Legal Review Guidelines"

产品质量与安全

食品安全和质量管理是我们的核心，啤酒和白酒业务均建设专门的质量和安全管理体系统，并透过组织各下属单位全体食品安全管理人员提供食品安全专项培训，提升食品质量安全管理水平。

本集团EHS部和生产中心技术质量部对食品安全管理负责，相关绩效已与管理层薪酬挂钩。

PRODUCT QUALITY AND SAFETY

Food safety and quality management are our core priorities. Both beer and baijiu businesses have established dedicated quality and safety management systems. We provide specialized food safety training to all relevant personnel, enhancing the overall food safety management level of the Group.

Our EHS Department and Production Center Technical Quality Department are responsible for food safety management, with related performance linked to management compensation.

体系认证及标准建设

System Certification and Standardization

为实现工厂式管理，我们旗下两大业务线一啤酒和白酒，分别建立各自特色的质量和食品安全管理体系。二零二四年华润雪花体系通过FSSC22000、ISO、HACCP等国际体系认证共89项。

贵州金沙已成功通过质量管理体系认证(ISO9000)、环境管理体系认证(ISO14001)、危害分析与关键控制点体系认证(HACCP)、职业健康安全管理体系认证(ISO145001)、能源管理体系(ISO15001)、测量管理体系认证(GB/T19022-2003/ISO10012)，均为中质协质量保证中心完成认证。

我们在二零二四年积极落实食品安全主体责任，建立食品安全网格化监督检查机制，并针对合规性管理、环境及卫生管理、设备设施、过程管理、应急管理五个部分检查事项245项，其中一般事项179项，重点事项66项。

To achieve factory-style management, our beer and baijiu businesses have established quality and food safety management systems with their own characteristics. In 2024, CRSB Beer obtained 89 international certifications, including FSSC22000, ISO, and HACCP.

Guizhou Jinsha has successfully passed quality management system certification (ISO9000), environmental management system certification (ISO14001), hazard analysis and critical control point system certification (HACCP), occupational health and safety management system certification (ISO145001), energy management system (ISO15001), and measurement management system certification (GB/T19022-2003/ISO10012) are all certified by the Quality Assurance Center of China Quality Association.

In 2024, we actively implemented the main responsibilities for food safety, established a grid-based supervision and inspection mechanism for food safety, and inspected 245 items in five parts: compliance management, environment and hygiene management, equipment and facilities, process management, and emergency management, including 179 general items and 66 key items.

3+3+3品质管控模式 3+3+3 Quality Control

我们持续开展『雪花之星』良好实验室建设，覆盖原料入厂、过程监控、成品检验等啤酒的生产全过程，融合ISO/IEC17025、CNAS及GB/T22278良好实验室规范国际国内标准要求，提炼出华润雪花实验室管理25个核心要素。

We continue to carry out the construction of "Snow Star" good laboratories, covering the entire beer production process including raw material entry, process monitoring, and finished product inspection. We integrate the international and domestic standard requirements of ISO/IEC17025, CNAS and GB/T22278 good laboratory specifications, and extract 25 core elements of CRSB laboratory management.



二零二四年，我们所有啤酒产品出厂质量达标，通过国家监督抽查，符合《啤酒》行业国家标准，产品总氧含量控制在十亿分之四十(40ppb)以下，处于行业领先水平。我们所有白酒产品出厂质量均达标，全部通过国家监督抽查，符合《GB/T26760-2011酱香型白酒》行业国家标准，且检测指标均达到优级酱香型白酒标准。

报告期内，未发生重大食品安全事件或食品召回事件，切实保障消费者合法权益，守住食品安全零事故的底线。

In 2024, all beer products of the Group passed both the ex-factory quality test and the spot tests under national supervision, and all beer products were in compliance with the industrial and national standards of "Beer". The total oxygen content of the product was controlled below 40 parts per billion (40 ppb), achieving the leading level in the industry. In addition, all baijiu products of the Group have passed both the ex-factory quality test and the spot tests under national supervision, and all baijiu products were in compliance with the industrial and national standard of "GB/T 26760-2011 Jiang-flavour Chinese spirits". All the test indicators of the finished products conformed to the standard of excellent sauce-flavoured baijiu.

During the reporting period, no major food safety incidents or food recalls occurred, effectively protecting the legitimate rights and interests of consumers and maintaining the bottom line of zero food safety incidents.

我们定期在全国范围进行食品安全检查，年内共检查36家工厂，现场抽查比例超过60%，其中内部现场常规检查17家工厂，专项风险检查14家工厂，外部机构审核检查5家工厂。

我们开展一系列「质量月」活动，当中包括食品安全应急演练、隐患排查治理，提高员工食品安全意识等，持续提升全员质量意识。

We regularly conduct food safety inspections nationwide and 36 plants have been inspected during the year with over 60% on-site sampling. Among them, internal on-site routine inspections were conducted at 17 factories, special risk inspections at 14 factories, and external agency audit inspections at 5 factories.

We carry out a series of “Quality Month” activities, including food safety emergency drills, hidden danger investigation and management, raising employees’ food safety awareness, etc., and continue to improve the quality awareness of all employees.

创新驱动发展
Innovation drives development

二零二四年，我们积极推进产品开发、包装研究、酿造技术研究、感官风味研究、生物技术研究、营销数字化、智慧供应链、智能制造、安环低碳、质量及标准研究方面的研发项目，研发投入达2.74亿元人民币，并已建设一支917人的科研工作队伍，其中博士生6人，硕士生91人。

我们亦定期为产品开发人员、技术研发人员、科研管理人员组织创新赋能培训。

In 2024, we actively promoted product development, packaging research, brewing technology, sensory flavor research, biotechnology, marketing digitization, smart supply chain, intelligent manufacturing, low-carbon environmental protection, and quality and standard research. Our R&D investment reached RMB274 million, with a team of 917 researchers, including 6 PhDs and 91 master’s degree holders.

We also regularly organize innovation empowerment training for product developers, technology R&D personnel, and scientific research managers.

	单位 Unit	2024	2023	2022
项目研发费用	人民币千元	274,420	214,774	134,670
R&D investment	RMB 1,000			
科研工作队伍人数	人	917	588	115
Number of scientific research staff	People			

低酒精、非酒精产品

Low-Alcohol and Non-Alcoholic Products

为顺应健康消费趋势，满足市场多元化需求，我们积极推进低酒精及非酒精产品的研发创新，目前在无醇、低卡、低糖啤酒领域已取得重要突破。

同时，我们严格践行产品信息透明化，在对外宣传物料及产品包装上均清晰标注卡路里及成分信息，为消费者提供科学、全面的选购参考，切实保障消费者权益。

- 二零二一年上市推出首款碳酸饮料「小啤汽」；
- 二零二三年推出「喜力0.0®」啤酒，酒精度低于 ≤ 0.03 度；
- 二零二四年推出红爵AMSTEL extra啤酒：全麦酿造，轻盈无负担，每百毫升仅27千卡热量。

二零二四年，本集团来自以上三款低酒精、非酒精产品的销售额达26.5百万元人民币，同比增长约70.1%，收入贡献占比约为0.07%。

In order to comply with the trend of healthy consumption and meet the diversified needs of the market, we actively promote the research and development and innovation of low-alcohol and non-alcoholic products, and have made important breakthroughs in the field of alcohol-free, low-calorie and low-sugar beer.

At the same time, we strictly implement product information transparency and clearly label calories and ingredient information on external promotional materials and product packaging to provide consumers with a scientific and comprehensive purchasing reference and effectively protect the rights and interests of consumers.

- Launched the first carbonated beverage "Little Beer" in 2021;
- Introduced "Heineken 0.0®" beer in 2023, with an alcohol content of less than 0.03%;
- Launched Amstel extra beer in 2024: Brewed with 100% malt, light, crisp and refreshing – with only 27 kcal per 100ml.

In 2024, the Group's revenue from the above three low-alcohol and non-alcoholic products was RMB26.5 million, a year-on-year increase of approximately 70.1%, and the revenue contribution accounted for approximately 0.07%.



知识产权管理

Intellectual Property Management

我们致力于保护知识产权，涵盖商标、专利、著作权等多个领域，并定期为技术人员提供知识产权相关培训和指导，为企业的创新发展提供坚实保障。

截至二零二四年底，本集团国内已注册商标总数4,552件，覆盖45个类别，其中，「雪花」、「金威」、「金沙」商标多次被国家知识产权局、北京市知识产权法院和北京市高级人民法院认定为中国驰名商标。本集团境外(含港澳台)已注册商标总数2,518件，覆盖150多个国家和地区。

专利与著作权管理稳步提升，新增著作权登记大幅增长，软著登记量达22件，同比翻倍。二零二四年，本集团发明专利数量9个，同比增长22%，助力高价值专利发展。

二零二四年，我们加大打击恶意侵权行为，保护「雪花」和金沙系列商标，金沙系列维权案件胜诉率达100%，有效维护自身品牌权益。

We are committed to protecting intellectual property rights, covering trademarks, patents, copyrights and other fields, and regularly provide technical personnel with intellectual property-related training and guidance to provide a solid guarantee for the innovative development of enterprises.

As of the end of 2024, the Group had a total of 4,552 registered trademarks in China, covering 45 categories. Among them, the "Xuehua", "Jinwei" and "Jinsha" trademarks have been recognized as well-known trademarks in China by the State Intellectual Property Office, the Beijing Intellectual Property Court and the Beijing Higher People's Court for many times. The Group has a total of 2,518 registered trademarks overseas (including Hong Kong, Macao and Taiwan), covering more than 150 countries and regions.

Patent and copyright management has been steadily improved, new copyright registrations have increased significantly, and the number of software registrations has reached 22, doubling year-on-year. In 2024, the number of invention patents of the Group was 9, a year-on-year increase of 22%, supporting the development of high-value patents.

In 2024, we intensified our efforts to combat malicious infringements, protecting the "Snow" and the Jinsha series trademarks. The success rate of Jinsha series trademark litigation cases reached 100%, effectively safeguarding our brand rights.

客户服务
Customer Service

我们「以客户为先」，致力完善客户服务体系，通过缩短客户服务人员回复时间，加强营运、营销、生产跨部门协作，改善客户体验，促进质量提升，提升客户满意度，维护消费者合法利益。

二零二四年，啤酒业务重塑客服业务管理模式，建立产销分离的客服业务管理模式。白酒业务旗下金沙酒业于4月上线客服在线处理系统，400热线接听纳入订单与智能客服中心坐席统一接听，实现华润啤酒客服平台系统的统一管理。

投诉渠道：400热线电话、在线客服通道、客服专用邮箱、微信小程序、线下信息收集、12315绿通平台等。

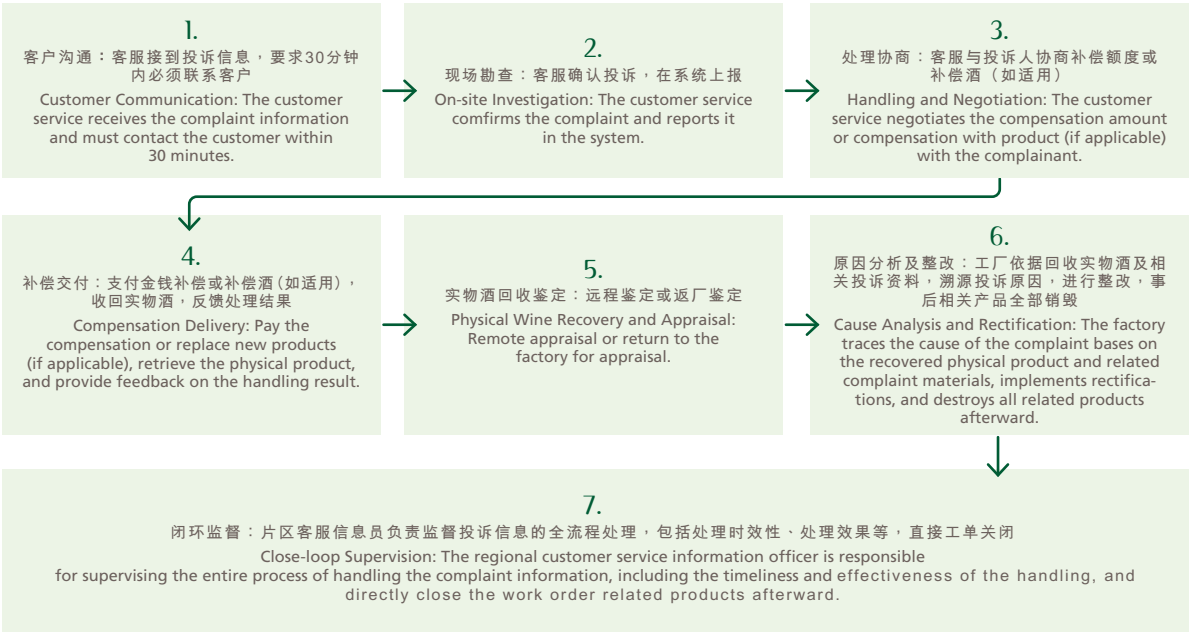
We are “customer-first” and committed to improving the customer service system. By shortening the response time of customer service personnel and strengthening cross-department collaboration among operations, marketing, and production, we improve customer experience, promote quality improvement, enhance customer satisfaction, and safeguard the legitimate interests of consumers.

In 2024, the beer business reshaped its customer service business management model and established a customer service business management model that separates production and sales. Guizhou Jinsha, a subsidiary of the baijiu business, has launched an online customer service processing system in April 2024. The 400 hotline answering will be integrated into the unified answering of orders and intelligent customer service center agents, realizing the unified management of CR Beer’s customer service platform system.

Complaint channels: 400 hotline, online customer service channel, dedicated customer service email, WeChat applet, offline information collection, 12315 Green Pass platform, etc.

产品及服务投诉处理流程：

Product and service complaint handling process:



二零二四年，本集团收到总体不良体验投诉率为15.8宗／万千升产量，同比大幅改善，主要得益于产品质量的持续提升。投诉处理客户满意度调查得分为86.5分，客户投诉回馈处理解决率和客户投诉回访率均同比提升，分别为97.5%和92.1%。

In 2024, the overall adverse experience complaint rate received by the Group was 15.8 cases per 10,000 kL of production volume, a significant improvement year-on-year, mainly due to the continuous improvement of product quality. The customer satisfaction survey score for complaint handling was 86.5 points. The resolution rate of customer complaint feedback and the return rate of customer complaints both increased year-on-year, reaching 97.5% and 92.1% respectively.

	单位 Unit	2024	2023	2022
总体不良体验投诉数量 Total Number of Negative Experience Complaints	宗 Case	17,588	22,058	20,607
产品不良体验投诉数量 Number of Product-Related Negative Experience Complaints	宗 Case	3,455	4,580	4,992
服务不良体验投诉数量 Number of Service-Related Negative Experience Complaints	宗 Case	14,133	17,478	15,615
总体不良体验投诉率* Overall Negative Experience Complaint Rate*	宗／万千升 Case/ 10,000 kiloliters	15.8	19.5	18.5

* 不良体验投诉率 = 不良体验投诉数量 ÷ 总产量
Negative Experience Complaint Rate = Number of Negative Experience Complaints ÷ Total Production

隐私安全
Privacy and Security

客户信息安全管理及隐私政策

- 1) 涉密岗位人员签署《保密承诺书》，遵守《保密管理制度》，履行保密义务，保障信息安全；
- 2) 通过信息加密、权限设置，实现信息隔离；
- 3) 在信息的管理与维护过程中采取密码策略、安全登录来避免信息泄漏；
- 4) 未经批准不得将系统账号借于他人使用，不得向他人截取、发送投诉信息；
- 5) 不符合公司制度要求或未经批准，不得擅自对外发送投诉信息；
- 6) 违者按公司制度处罚，情节严重交由司法机关处理。

Customer information security management and privacy policy

- 1) Personnel in confidential positions shall sign the "Confidentiality Commitment Letter", abide by the "Confidentiality Management System", perform confidentiality obligations, and ensure information security;
- 2) Information isolation is achieved through information encryption and permission settings;
- 3) Adopt password policies and secure login during information management and maintenance to avoid information leakage;
- 4) You are not allowed to lend your system account to others without approval, and you are not allowed to intercept or send complaint information to others;
- 5) Those who do not comply with the company's system requirements or without approval are not allowed to send complaint information to external parties without authorization;
- 6) Violators will be punished according to the company system, and serious cases will be handed over to the judicial authorities.

倡导理性饮酒

Promoting Responsible Drinking

我们致力推广理性饮酒，肩负强烈社会责任感，向公众推广适度饮酒和健康文明的生活方式。我们已连续10年与中国酒业协会合作，以中国酒业协会与社会责任促进工作委员会(China SAO)成员的身份，每年定期筹办「全国理性饮酒宣传周」等活动，向全行业、全社会推广「适量饮酒，快乐生活」理念。

我们制定了广告审核政策，明确审核要点和风险防范，规定酒类广告不得鼓励过量饮酒，公司官网设有年龄限制，防止未成年人浏览，并要求全面审查即将发布的广告内容，确保正确引导消费者。诚信经营原则下，禁止发布关于竞争对手的虚假信息，维护市场公平。

理性饮酒亦是我们战略合作品牌「喜力®」的重点品牌理念之一，所有广告材料必须包括「负责任地享用喜力(Enjoy Heineken Responsibly)」标志。我们承诺「喜力®」品牌每年投入约10%的媒介费用用于理性饮酒宣传。二零二四年，我们向消费者推广「喜力0.0®」啤酒，全年试饮量达120,000升，宣传健康饮酒的文化。



We are committed to promoting responsible drinking and have a strong sense of social responsibility to promote moderate drinking and a healthy and civilized lifestyle to the public. We have cooperated with the China Alcoholic Drinks Association for 10 consecutive years. As a member of the China Alcoholic Drinks Association and the Social Responsibility Promotion Committee (China SAO), we regularly organize activities such as the "National Responsible Drinking Promotion Week" every year to promote the concept of "moderate drinking, happy life" to the entire industry and society.

We have formulated an advertising review policy, clarifying review points and risk prevention. It stipulates that alcohol advertisements must not encourage excessive drinking. Company's official website has an age limit to prevent minors from browsing, and requires a comprehensive review of the advertising content to be released to ensure that consumers are guided correctly. Under the principle of good faith management, it is prohibited to publish false information about competitors to maintain market fairness.

Responsible drinking is also one of the key brand concepts of our strategic partner brand "Heineken®", and all advertising materials must include the iconic logo of "Enjoy Heineken Responsibly". We commit to investing approximately 10% of the media costs of the "HEINEKEN®" brand on the promotion of responsible drinking every year. In 2024, we will promote "Heineken 0.0®" beer to consumers, with a trial drinking volume of 120,000 liters throughout the year, to promote the culture of healthy drinking.

营销风险管控 Marketing Compliance

我们依据国家监管要求，对广告和有奖销售进行严格审核，并通过内部政策如《广告违法案例法律风险提示的通知》提示法律风险。所有营销投诉均记录在案并根据审查结果采取纠正措施，确保营销活动符合公司政策。我们还提供责任营销培训以加强管控。

此外，法律合规部定期对产品设计及广告宣传推广的人员宣贯《华润啤酒广告法律审核工作指引》，开展标签广告内容法律审核要点培训，避免产品标签广告宣传内容的法律风险，提高标签审核合规性。

In accordance with national regulatory requirements, we conduct strict review of advertising and prize sales, and warn of legal risks through internal policies such as the "Notice of Legal Risk Warning for Advertising Illegal Cases". All marketing complaints are logged and corrective actions are taken based on the review to ensure marketing activities comply with company policies. We also provide responsible marketing training to strengthen controls.

In addition, the Legal and Compliance Department regularly publicizes and implements the "Guidelines for the Legal Review of CR Beer Advertising" to product design and advertising promotion personnel, and conducts training on the key points of legal review of label advertising content to avoid legal risks in product label advertising content and improve label review compliance.

负责任营销
Responsible Marketing

员工对责任营销承担监察职责，发现不实广告及时举报，并定期审查所有营销内容确保合法合规，禁止向未成年人提供酒精饮料，避免夸大产品在环境及社会方面影响。二零二四年，未发生任何涉及广告宣传方面的重大违法犯罪情况。

为更好地对责任营销方面进行管控，我们于二零二四年针对新版喜力品牌管理手册进行年度更新并进行培训。总部营销中心、品牌管理部及法律合规部亦会不定期进行责任营销推广培训。

Employees are responsible for supervising responsible marketing, reporting false advertisements in a timely manner, and regularly reviewing all marketing content to ensure legal compliance. It is prohibited to provide alcoholic beverages to minors and avoid exaggerating the environmental and social impacts of products. In 2024, no major violations of laws or crimes involving advertising occurred.

In order to better control responsible marketing, we will conduct annual updates and conduct training on the new Heineken Brand Management Manual in 2024. The headquarters marketing center, brand management department and legal and compliance department will also conduct responsible marketing and promotion training from time to time.

主题 Topic	培训内容 Training Content
责任营销原则 Responsible Marketing Principles	- 符合道德、合法、诚实和真实等原则 Comply with ethical, legal, honest, and truthful principles. - 充分考虑与产品相关的法规，如法定饮酒年龄 Fully consider product-related regulations, such as the legal drinking age.
未成年人保护 Protection of Minors	- 目标对象为已满法定饮酒年龄人士 Target individuals who have reached the legal drinking age. - 营销推广手法应尽量避免吸引未满法定饮酒年龄人士（如营销活动及商业宣传不使用对儿童或青少年具有的物体、形象、风格、符号、颜色、音乐和人物，包括卡通人物） Marketing practices should avoid attracting minors (e.g., marketing activities and commercial promotions should not use objects, images, styles, symbols, colors, music, or characters, including cartoons, that appeal to children or adolescents). - 引导零售商不向未成年人出售酒精饮料 Guide retailers not to sell alcoholic beverages to minors.
倡导理性饮酒 Promoting Responsible Drinking	- 推广适度理性的饮酒行为和健康文明的生活方式 Promote moderate and responsible drinking behaviors and a healthy, civilized lifestyle. - 刊印劝说性质的标识及字句，主动提示饮酒的潜在风险 Print persuasive labels and messages to proactively highlight the potential risks of drinking.
推广信息公正 Fair Promotion of Information	- 透过公正、真实的信息推广产品（如使用真实准确的陈述说明啤酒中含有的碳水化合物、卡路里或其它营养物质） Promote products through fair and truthful information (e.g., using accurate statements about carbohydrates, calories, or other nutrients in beer). - 不使用误导性信息推销产品（如不暗示或宣称啤酒具有治疗或保健作用） Do not use misleading information to promote products (e.g., do not imply or claim that beer has therapeutic or health benefits).

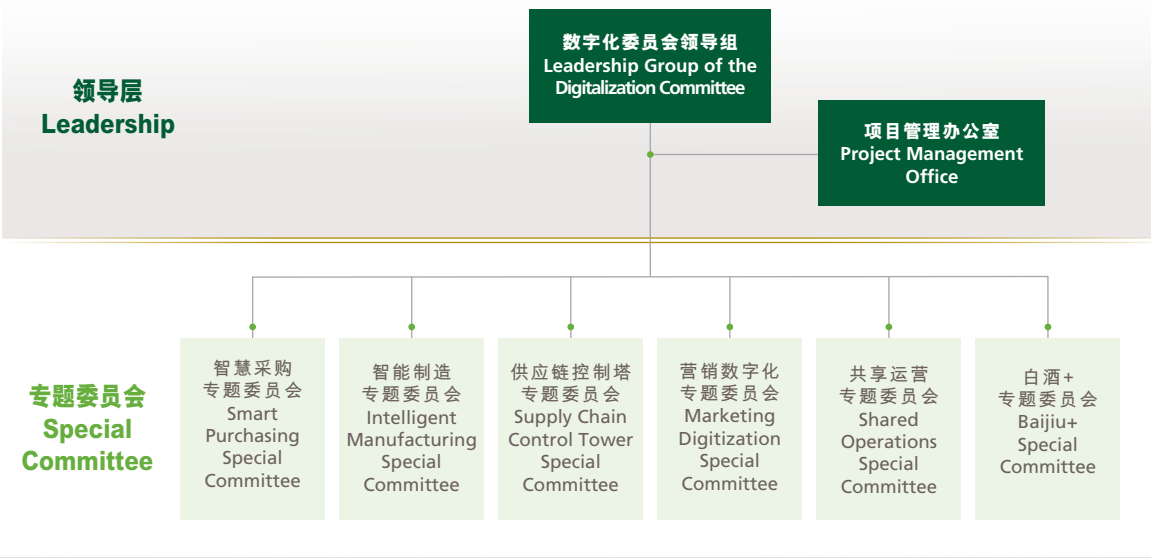
数字化转型
Digital Transformation

华润啤酒将数字化转型作为公司核心战略之一，利用数字化提升公司生产经营效益，完善运营流程并降低成本，并透过加强个人信息保护工作，建立完善的数据安全管理体系，全方位保障信息安全。

我们已成立华润啤酒数字化委员会承担引领转型的总体责任，为实现低碳运营提供坚实的基础。数字化委员会组长由董事会主席担任，执行组长由智能与数字化部总监担任，围绕智慧采购、智能制造、供应链控制塔、营销数字化、共享运营、白酒赋能等议题。

CR Beer regards digital transformation as one of the company's core strategies and uses digitalization to improve the company's production and operation efficiency, improve operational processes and reduce costs. It also strengthens personal information protection and establishes a complete data security management system to ensure all-round information security.

We have established the CR Beer Digitalization Committee to assume the overall responsibility of leading the transformation and provide a solid foundation for achieving low-carbon operations. The leader of the Digitalization Committee is the chairman of the board of directors, and the executive team leader is the director of the Intelligence and Digital Department. It focuses on topics such as smart procurement, smart manufacturing, supply chain control tower, marketing digitalization, shared operations, and baijiu empowerment.



二零二四年，我们围绕数字化转型取得良好成效：

In 2024, we achieved good results around digital transformation:

成功通过ISO 20000体系认证审核，反映企业已建立
高效，稳定的IT服务管理体系

**Successfully passed the ISO 20000 system certification
audit**, reflecting that the company has established an efficient and
stable IT service management system

搭建建基于「**平台赋能、数据驱动、智慧运营**」理念的食品
安全智慧平台

Build a food safety smart platform based on the concept of
“**platform empowerment, data driven, smart operation**”

组织数据安全合规培训**30**余场次，**超过44,000**人次参与

Organized more than **30** data security compliance training sessions,
with **more than 44,000** participants

为蚌埠工厂**配置智能立体库**，采用智能化无人操作、自动装车
系统及WMS仓库管理系统

Equipped with **an intelligent three dimensional warehouse** for
Bengbu Plant, using intelligent unmanned operation, automatic
loading system and Warehouse Management System (WMS)

我们的制度和标准，包括但不限于以下：

Our systems and standards include but are not limited to the following:

- 《数据安全合规管理办法》
“Data Security Compliance Management Measures”
- 《数据合规管理办法》
“Data Compliance Management Measures”
- 《华润啤酒商密数据分类分级清单》
“CR Beer Trade Confidential Data Classification and Grading List”
- 《华润啤酒信息安全管理办法》
“CR Beer Information Security Management Measures”
- 《华润啤酒个人信息保护合规要点说明》
“Explanation of Compliance Key Points for Personal Information Protection of CR Beer”
- 《个人信息保护政策示范》
“Personal Information Protection Policy Demonstration”
- 《员工个人信息保护管理办法》
“Employee Personal Information Protection Management Measures”
- 《个人信息保护影响评估》
“Personal Information Protection Impact Assessment”
- 《员工个人信息保密承诺书》
“Employee Personal Information Confidentiality Commitment”

案例：安徽宝钢制罐配套雪花啤酒JIT产品输送线系统

Case: Baosteel Packaging – Snow Beer JIT Smart Conveyance System of Cans

通过上下游协同布局，厂区就近规划，740米全封闭式智慧连廊无缝衔接制罐产线与啤酒灌装线，实现空罐输送全程：

Through coordinated plant layout, a 740-meter fully enclosed intelligent corridor seamlessly connects the canning output line and the beer filling line, realizing the entire empty can transportation process:

- ✓ 及时化采购生产
Just in time procurement and manufacturing
- ✓ 全自动输送
Fully automated conveying system
- ✓ 智能调度及即时监控
Intelligent dynamic scheduling & real-time digital monitoring
- ✓ 零转运、零落地
Zero-transfer/zero-landing operations
- ✓ 减少运输环节碳排放
Reduce carbon emissions in transportation



个人信息保护 Personal Information Protection

我们遵循分级管理原则，限制各层级查看权限，隐藏投诉人电话，并在客服提供投诉明细时删除消费者信息。我们通过防火墙和入侵检测技术增强网络防御，确保内网安全。同时，我们要求供应商遵守法律法规，保障消费者隐私和信息安全。

二零二四年，我们制定了《员工个人信息保护管理规定》《个人信息处理确认书》《员工个人信息保密承诺书》，进一步规范员工隐私保护。我们亦定期开展数据安全和个人信息保护风险评估，并联合外部云服务商建立联防机制，保护个人隐私安全。

我们的绩效：

- 通过优化机制和强化监管，确保全年风险事件闭环率达100%；
- 处置安全告警数同比下降40.7%；
- 全年共开展钓鱼演练4次、勒索病毒专项演练1次；
- 全年共组织安全意识培训9次、线下互动体验2次，并发布文章45篇，实现安全宣教覆盖率100%。

We follow the principle of hierarchical management, restrict viewing permissions at each level, hide the complainant's phone number, and delete consumer information when customer service provides complaint details. We enhance network defense through firewall and intrusion detection technology to ensure intranet security. At the same time, we require our suppliers to comply with laws and regulations and protect consumer privacy and information security.

In 2024, we formulated the "Employee Personal Information Protection Management Regulations", the "Personal Information Processing Confirmation", and the "Employee Personal Information Confidentiality Commitment" to further standardize employee privacy protection. We also conduct data security and personal information protection risk assessments on a regular basis, and establish a joint defense mechanism with external cloud service providers to protect personal privacy.

Our performance:

- Ensure that the closed-loop rate of risk events throughout the year reaches 100% through optimizing mechanisms and strengthening supervision;
- The number of security alarms handled decreased by 40.7% compared with the previous year;
- A total of 4 phishing drills and 1 ransomware drill were conducted throughout the year;
- A total of 9 safety awareness trainings, 2 offline interactive experiences were organized throughout the year, and 45 articles were published, achieving 100% safety education coverage.

信息安全

Information Security

针对信息安全方面，我们制定了《信息安全管理办法》《个人信息保护合规指引》，遵循合法、必要、诚信原则保护个人信息，收集信息时遵循最小化原则，全方位保障客户的权益。

我们定期进行员工安全意识培训，致力提升员工网络安全意识，内容涵盖网络安全威胁类型、典型案例、威胁防范等，并保证每人不少于5次防钓鱼邮件培训，透过编制《数据合规管理办法》，鼓励全员线上线下学习。

Regarding information security, we have formulated the “Information Security Management Measures” and “Personal Information Protection Compliance Guidelines” to protect personal information in compliance with the principles of legality, necessity, and good faith. We also follow the principle of minimization when collecting information, and fully protect the rights and interests of customers.

We regularly conduct employee security awareness training and strive to improve employee network security awareness. The content covers network security threat types, typical cases, threat prevention, etc., and ensures that each person has no less than 5 anti-phishing email trainings. By formulating the “Data Compliance Management Measures”, all employees are encouraged to learn online and offline.

二零二四年，未发生客户隐私侵犯或数据泄露事件，以及并无发生经证实关于侵犯客户私隐以及窃取、外泄和丢失客户数据或重要信息的投诉。

In 2024, no customer privacy violations or data leaks, and no confirmed complaints about customer privacy violations, theft, leakage and loss of customer data or important information.

展望未来

华润啤酒将秉持「以客户为先」的初心，以匠心雕琢产品品质，深化「啤+白双赋能」战略布局，构建从原料采购到终端市场的全链条食品安全防线，以极致标准守护每一滴佳酿。在筑牢品质根基的同时，我们积极回应健康消费趋势，通过低卡路里、低酒精度等创新产品满足消费者需求，宣导理性饮酒与健康生活方式，让每一次举杯皆精彩。

OUTLOOK

CR Beer will adhere to our original aspiration of “customer-first,” meticulously crafting product quality with artisan spirit, and deepening the strategic layout of “Beer+Baijiu Dual Empowerment.” We will construct a complete food safety defense system spanning from raw material procurement to end markets, safeguarding every drop of fine brew with ultimate standards. While solidifying our quality foundation, we actively respond to healthy consumption trends by developing innovative products featuring low-calorie and low-alcohol content to meet consumer demands. We advocate responsible drinking and healthy lifestyles, making every toast a splendid moment.

2

每一个人都不简单，每一瓶酒才放光彩 VALUED PEOPLE, BRILLIANT BREWS

华润啤酒始终秉持「以人为本」的发展理念，恪守劳动法规，致力于构建平等、安全、健康的工作环境，为员工打造温暖而充满活力的成长平台。通过落实「人才制胜，引领变革」的人力资源策略，我们着力打造以业务为导向的学习型组织，坚持业务赋能与梯队培养并举，助力员工的价值创造与专业追求，共同铸就华润啤酒的品质与荣光。

CR Beer steadfastly upholds a people-oriented development philosophy, complies with labor regulations, and is committed to establishing an equal, safe, and healthy working environment to create a warm and dynamic growth platform for employees. By implementing the "Talent-Driven Transformation" HR strategy, we focus on cultivating a business-led learning ecosystem, equally emphasizing operational empowerment and talent pipeline development, supporting employees' value creation and professional pursuit, and jointly forging CR Beer's excellence and prestige.

本章节所回应的UNSDGs： UNSDGs responded in this chapter:	3 GOOD HEALTH AND WELL-BEING 良好健康与福祉 5 GENDER EQUALITY 性别平等 10 REDUCED INEQUALITIES 减少不平等
本章所回应的ESG重要性议题： Material ESG issues responded in this chapter:	- 员工薪酬福利 Employee Remuneration and Benefits - 劳工标准和劳资关系 Labour Standards and Labour Relations - 员工培训与发展 Employee Training and Development - 员工沟通 Employee Communication - 人权、多元、公平和共融 Human right, Diversity, Equality and Inclusion - 职业健康与安全 Occupational Health and Safety
本章所涉及的联交所ESG指标： ESG indicators of the Stock Exchange covered in this chapter:	- B1雇佣 B1 Employment - B2健康与安全 B2 Health and Safety - B3发展与培训 B3 Development and Training - B4劳工准则 B4 Labour Standards
本章所涉及的GRI指标： GRI indicators covered in this chapter:	GRI403; GRI404; GRI405

人才管理

TALENT MANAGEMENT

联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位Unit	2025 目标 Target	2024	2023	2022
 3 GOOD HEALTH AND WELL-BEING 良好健康与福祉	以人为本 People Oriented	劳动合同签订率 Labour contract signing rate	%	100%	100%	100%	100%
		社会保险覆盖率 Coverage of social insurance	%	100%	100%	100%	100%
		体检覆盖率 Coverage of physical examination	%	100%	100%	100%	100%
 5 GENDER EQUALITY 性别平等		重大劳动争议案件的数量 Number of material labour dispute cases	个 Case	0	0	0	1
		工会参与度 Engagement in labour union	%	100%	100%	100%	100%
 10 REDUCED INEQUALITIES 减少不平等							

我们的制度和标准，包括但不限于以下：

Our systems and standards include, but are not limited to, the following:

- 《华润雪花招聘管理制度》
"CRSB Recruitment Management System"
- 《华润啤酒考勤休假管理制度》
"CR Beer Attendance and Leave Management System"
- 《华润啤酒薪酬管理制度》
"CR Beer Remuneration Management System"
- 《华润啤酒劳动合同管理操作指引》
"CR Beer Operational Guidelines for Labour Contract Management"
- 《工厂工时管控手册》
"Work Hour Control Manual for the Factory"
- 《华润雪花啤酒员工关爱工作指引》
"CRSB Staff Care Guidelines"
- 《华润啤酒员工职业发展管理办法》
"CR Beer Staff Career Development Management Regulations"
- 《华润啤酒员工个人信息保护管理办法》
"CR Beer Management Measures for Protection of Employees' Personal Information"

本集团严格执行国家法律法规，从招聘管理、考勤休假管理、薪酬管理、员工福利管理制度、员工职业发展、解雇程序及规范标准工作时数等多维度，建立健全的人力资源内部制度及指引，持续优化人力资源管理体系，有效保障员工权益。

The Group strictly implements national laws and regulations, establishes and improves internal human resources systems and guidelines from multiple dimensions such as recruitment management, attendance and leave management, salary management, employee welfare management system, employee career development, dismissal procedures and standard working hours, continuously optimizes the human resources management system, and effectively protects the rights and interests of employees.

本集团人力资源部对员工权益相关工作负责，并定期向执行董事及董事会汇报。相关工作绩效已与管理团队薪酬挂钩。

The Human Resources Department of the Group is responsible for the work related to the staff's rights and interests, and regularly reports to the Executive Directors and the Board. The relevant performance has been linked to the compensation of the management team.

华润啤酒始终将人才梯队建设置于战略高度，构建多元化招聘体系，推出管培生、校招生制度，积极开展校企合作，带动就业。严格执行「公平、公正、公开、透明」的招聘及评估程序，持续为啤酒新世界发展注入优质人才资源。

CR Beer consistently prioritizes talent pipeline development as a strategic imperative. By establishing a diversified recruitment ecosystem encompassing management trainee programs, campus recruitment initiatives, and university-industry partnerships, we actively drive employment promotion. By rigorously implementing "fair, equitable, open, and transparent" recruitment and evaluation protocols, we continue to infuse high-caliber talent into the evolving landscape of the beer industry.

合规雇佣 Compliance in employment

为防止童工或强制劳动，确保招聘环节管理用工的合规性及质量，所采用的招聘信息化系统在招聘及录用条件中设置有严禁招聘及雇用任何未满18周岁的人员，并在现场面试等环节确保员工在自愿的基础上参加工作或劳动。

我们构建劳动用工风险全流程防控体系，通过信息监测、风险评估、预警响应，实现前置性预防。建立年度劳动纠纷案例回溯分析制度，形成闭环改进机制，持续动态升级用工风险管控。

To prevent child or forced labour, and ensure employment compliance and quality in our recruitment processes, we have adopted a recruitment information system which prohibits the recruitment and employment of any person under the age of 18 in the recruitment and hiring criteria, and we ensure that employees participate in work or labour on a voluntary basis during in-person interviews and other stages.

We have built a whole-process prevention and control system for employment risks in order to prevent such risks in advance through information monitoring, risk assessment and early warning responses. We have also established an annual retrospective analysis system for labour dispute cases to form a closed-loop improvement mechanism, allowing us to continuously and dynamically upgrade our employment risk management.

用工风险管理

Employment risk management

我们每年均会开展总部、事业部及业务单位的三级用工检查管理，确保各地法规要求妥善执行。严格执行用工争议信息呈报和劳动用工规范化管理制度，对重大风险事件的缓报、瞒报、漏报行为严肃处理。我们还建立纠纷复盘机制，每年复盘劳动纠纷案件，总结经验，反思用工风险。

总体而言，我们每年都会对人力资源管理系统进行全面的内外部风险评估，并据此制定相应的应对措施。

Each year, we conduct a three-tiered employment inspection management process at the headquarters, business departments, and business unit levels to ensure compliance with local regulatory requirements. We strictly implement the reporting of employment disputes and the standardized management of labor employment, and deal with any delayed, concealed, or omitted reporting of significant risk events with serious consequences. We have also established a dispute review mechanism to review labour dispute cases annually, thereby summing up lessons and reflecting on employment risks.

Overall, we conduct a systematic internal and external risk assessment of our human resources management system on an annual basis and formulate corresponding response measures based on the findings.

人权保护

Protection of human rights

我们亦对工作中的歧视、骚扰、恐吓、威胁、暴力行为实施零容忍政策。

We also have a zero-tolerance policy against discrimination, harassment, intimidation, threats and violence at work.

平等多元

Equality and diversity

秉持平等多元的原则，我们致力于建立公平、平等、竞争、择优的工作环境，为不同背景的人才提供公平的发展机会，不受性别、年龄、国籍、民族、种族、宗教信仰、肤色、语言、户籍所在地等因素影响。

我们鼓励员工多元化，关爱女性，倡导残疾人就业平权，为转业军人提供充分的就业机会。

Adhering to the principle of equality and diversity, we are committed to creating a fair, equal, competitive, and merit-based working environment that offers equal development opportunities to talents from diverse backgrounds, regardless of gender, age, nationality, ethnicity, race, religious belief, skin colour, language, household registration location, etc.

We encourage diversity among our employees, care for women, advocate for equal employment opportunities for people with disabilities, and provide ample job opportunities for veterans transitioning to civilian life.

民族共融

Integration of ethnic groups

我们关注少数民族地区的就业需求，如面向西藏、青海、新疆及四川、云南、甘肃三省涉藏州县组织应届生专场招聘活动，通过扶助少数民族就业，促进各民族交往交流交融。

我们很骄傲公司「五湖四海」的基因底色，公司员工由42种不同民族的同胞组成，遍布中国且行业背景多元。

We have been mindful of the employment needs of ethnic minority regions. For example, we had organised special recruitment activities for fresh graduates in Tibet, Qinghai, Xinjiang and Tibetan-related prefectures and counties in Sichuan, Yunnan and Gansu provinces to promote interactions, exchanges and integration among all ethnic groups by assisting the employment of ethnic minorities.

We are proud of our DNA of being “universal”, with a workforce of 42 nationalities coming from all over China and featuring a wide range of industry backgrounds.

性别平等 Gender equality

我们重视性别平等，在定薪、调薪提职、评定专业职务和享受其它福利方面，坚持男女平等的原则，实现男女同工同酬。

秉持男女同工同酬原则，华润啤酒于本年度首次披露了男女薪酬比(1:0.907)，是中国酒类行业率先披露男女薪酬比例的公司之一。本集团将持续追踪该男女薪酬比和女性员工在各层级占比数据，目标确保男女雇员的基本薪酬没有重大差距和平等雇佣。

我们依法为女性员工提供孕检假期、产假期及每胞胎每天1个小时的哺乳时间，并为哺乳期女性员工减轻劳动量。

We pay great attention to gender equality and uphold the principle of equality between men and women in salary determination, salary adjustment and promotion, appraisal of professional duties and entitlements to other benefits in order to realise equal pay for equal work for both men and women.

During the year, adhering to the principle of equal pay for equal work between men and women, CR Beer disclosed its male-to-female pay ratio (1:0.907) for the first time, making it one of the first companies to disclose the male-to-female pay ratio in China's alcoholic beverage industry. The Group will continue to track this male-to-female pay ratio and the proportion of female employees at all levels in a bid to ensure that there is no significant gap between the basic salaries of male and female employees and the equal employment.

We provide female employees with prenatal check-up leave, maternity leave and one hour per day per child for breastfeeding in accordance with law, and reduce the workload of female employees during their breastfeeding period.

案例：女性赋能

Case: Women empowerment



我们坚信员工的价值源于能力与才华，而非性别。女性员工凭藉卓越的专业素养和坚韧的毅力，在各自岗位上绽放光彩。

技术研究院啤酒产品总监刘月琴是我们卓越女性员工的典范。作为「中国酿酒大师」，刘月琴深耕啤酒酿造29年，带领研发团队在产品开发、质量提升、食品安全、技术进步等方面取得了丰硕成果，斩获50余项大奖。刘月琴个人亦在二零二一年荣获中国轻工业联合会和中国酒业协会联合颁发的「中国酿酒大师」称号，在二零二三年荣获「全国巾帼建功标兵」和「中国酒业科技领军人才」称号。

为持续带动创新引领之路，我们成立「刘月琴创新工作室」，在培养技术人才梯队、推动技术创新、引领行业发展持续发力。

We firmly believe that employees shall be valued for their abilities and talents rather than their genders. Female employees are shining in their respective roles with their outstanding professionalism and perseverance.

Miss Liu Yueqin, beer product director of the CRB Institute of Technology, is a role model of our outstanding female employees. As a "China's Brew Master",

Liu Yueqin has been dedicated to beer brewing for 29 years, leading the R&D team to achieve great results in product development, quality improvement, food safety, technological advancement, etc., and winning more than 50 awards. In 2021, Liu Yueqin was also honoured with the title of "China's Brew Master", which was jointly awarded by the China National Light Industry Council and China Alcoholic Drinks Association. In 2023, she was rewarded the titles of "National Women's Meritorious Model" and "China's Science and Technology Leading Talent of the Winery Industry".

In order to continue our leadership on the way of innovation, we have set up the "Liu Yueqin Innovation Studio", carrying on our efforts in cultivating a pipeline of technical talents, promoting technology innovations and leading the development of the industry.

华润啤酒不仅汇聚了众多杰出的女性员工，更有全女性组成的团队，她们以卓越的才华和坚韧的毅力，书写著别样的精彩篇章。

如吉林工厂品控部全女性的杰出团队曾在公司内部的「以初心，致匠心」技能比武大赛中夺冠，她们以「工作学习化，学习工作化」理念推动岗位练兵，六成员工获技师职称。

我们将继续为华润啤酒女员工施展才智、成就梦想创造良好条件，定期组织系列赋能和慰问活动，帮助提升女员工的思想认识、能力素质和精神风貌。



CR Beer has not just gathered many outstanding female employees, but also built all-female teams, enabling women to write a unique, colourful chapter with their marvelous talents and remarkable perseverance.

For example, an outstanding all-female team from the quality control department of our Jilin Plant won the championship in the Company's internal skills competition themed "taking craftsmanship as our original aspiration". With the concept of "learning and working at the same time", they reinforced on-the-job trainings, with 60% of the team members being awarded the title of technician.

We will continue to create favourable conditions for CR Beer's female employees to develop their talents and achieve their dreams, and regularly organise a series of empowerment and condolence activities to help them enhance ideological awareness, competencies and enterprising spirit.

休假保障 Protection of leaves

我们制定公司假期管理规定，妥善管理员工的假期安排及申请流程，有效保障员工平等享有法定假期、带薪年假、产假、工伤假、婚假、丧假、病假、事假、育儿假及子女护理假等。二零二四年，本集团员工每年人均实际享受带薪休假天数(含法定假日)达到24.1天。

We have formulated the leave management rules of the Company and properly managed the arrangement for and application process of employee leaves, effectively protecting employees' equal rights to statutory leave, paid annual leave, maternity leave, work injury leave, marriage leave, bereavement leave, sick leave, casual leave, parental leave, child care leave, etc. In 2024, the Group's average paid leave days taken by each employee (including statutory holidays) was 24.1 days.

福利保障 Protection of benefits

我们严格执行相关法律法规，依法为员工足额缴纳各项社会保险及住房公积金。二零二四年，我们劳动合同签订率100%，社会保险覆盖率100%。

我们已在全国范围实施福利体系「三个统一」，即福利项目、福利标准和支付方式统一，统一管理员工的福利，提升了福利基础保障水平及内部公平性。

此外，我们高度重视员工健康，每年定期为员工提供一次全面的体检服务及职业病防范检查服务，高原地区员工享有额外体检项目。我们为员工提供涵盖意外伤害险、定期寿险及健康保险在内的多元化商业保险，搭建商业保险弹性福利平台，员工可自由选择保险升级及家属保险计划，完善福利保障体系。

本集团工会亦对会员定期发放节日、病期、婚庆、生育、退休、丧葬、困难职工帮扶等慰问金。

We strictly comply with the relevant laws and regulations, ensuring full payment of social insurance and housing provident fund contributions for all employees as required by law. In 2024, 100% of employees signed labour contracts with us and 100% of employees were covered by social insurance.

We have implemented the benefit system of "three unifications" nationwide, which achieves the uniformity among benefit items, benefit standards and payment methods to ensure unified management of employee benefits, enhancing the level of basic welfare protection and internal fairness.

In addition, we attach great importance to the health of employees and provide them with an annual comprehensive medical check-up and occupational disease prevention and check-up services on a regular basis, with additional medical examinations offered to employees working in high-altitude regions. We provide employees with diversified commercial insurance covering accidental injury insurance, term life insurance and health insurance, and have established a flexible benefit platform of commercial insurance, allowing employees to freely choose insurance upgrades and family insurance plans, which has improved our benefits protection system.

The Group's labour union also provides its members with regular condolence payments for festivals, sickness, marriage, childbirth, retirement and funeral and as assistance to employees in difficulty.

薪酬绩效

Remuneration and performance

我们持续优化全员绩效管理，持续开展员工年度绩效调薪，辅以核心管理岗位递延性现金激励等中长期激励，建立兼具内部公平性与市场竞争性的薪酬绩效管理体系。

We continuously optimize company-wide performance management, consistently implement annual performance-based salary adjustments for employees, and supplement them with medium-to-long-term incentives such as deferred cash incentives for core management positions. This establishes a compensation and performance management system that balances internal fairness and market competitiveness.

职业发展

Career development

我们持续投资人才培养体系，完善及提升员工职业发展通道，建立完备的人才留存机制，激发员工积极性，进一步强化市场竞争力。（详见人才兴企一节）

二零二四年，本集团推动员工晋升提拔**4,080**人次。

We continue to invest in our talent training system, improve and enhance the career development paths for employees, so as to establish a comprehensive talent retention mechanism, motivate employees and further strengthen our competitiveness in the market. (For details, please refer to the section headed Talent-driven Management.)

In 2024, the Group has made **4,080** employee promotions.

员工沟通

Communication with employees

我们建立多元化的沟通渠道，包括一线走访活动、总经理接待、员工问卷、工会、投诉信箱等，保障员工的知情权、参与权、表达权和监督权。同时，运用社交媒体、微信公众号，加强员工互动，了解工作满意度。

我们定期召开职工代表大会，倾听员工诉求，确立员工「主人翁」地位，并畅通反馈渠道，快速响应风险。

We have established diversified communication channels, including visits to frontline activities, reception by the general manager, employee questionnaires, labour union, and complaint mailbox to protect employees' rights to be informed, participate, express and supervise. In the meantime, we make use of social media and WeChat official account to enhance employee interactions and understand their job satisfaction.

By regularly convening employee representative meetings, we listen to employees' appeals and establish their "owner" status, open up feedback channels and make a rapid response to risks.

员工关爱
Staff care

- **为员工配备线上医生：**实现体检预约、报告查看、线上问诊等全流程线上操作。为员工配备线上保健医生，可提供7x24小时一对一专属服务，解答各类健康疑问，目前已有12,087人次签约保健医生。
- **为高原员工增强保障：**提高高原地区基层员工体检标准，联络昌都、拉萨、青海、大理等医疗机构配合项目落地，落地肺部CT和心脏彩超项目。
- **为员工营造舒适愉悦的工作空间：**注重打造便捷、舒适、智能、人性化的办公和休闲区，设置母婴室、配置AED和药箱。另外，还有修建集体宿舍、完善活动室安全设备、升级生产设备、打造共享健身房和提升食堂就餐体验等措施。
- **Provide employees with online doctors:** Achieved online operation of the whole process covering medical check-up booking, report viewing and online consultation. Provided employees with online healthcare doctors who can provide 7 x 24 hours one-to-one services and answer all kinds of inquiries. Up to now, there are 12,087 people who have signed up contracts with healthcare doctors.
- **Enhance protection for employees in highland areas:** Raised the physical examination standards for junior employees in highland areas, coordinated medical institutions in Chamdo, Lhasa, Qinghai and Dali to cooperate in the implementation of the physical examination programs, and implemented the lung CT and echocardiography programs.
- **Create a comfortable and pleasant workspace for employees:** Especially created convenient, comfortable, intelligent and user-friendly offices and leisure areas, set up baby care rooms, and equipped with AEDs and medicine boxes. In addition, other measures were adopted such as building dormitories, improving safety equipment in recreation rooms, upgrading production equipment, creating a shared gym, and enhancing the dining experience in cafeteria.

二零二四年，本集团组织员工关爱活动约**350**次，并对有困难的员工子女发放雪花助学金。

In 2024, the Group organised approximately **350** employee care activities and provided Snow Breweries stipend to the children of employees in need.

员工隐私保护
Protection of employee privacy

华润啤酒建立员工个人信息保护制度，明确收集使用员工个人信息遵循合理化、影响最小化原则，明确员工个人信息使用范围、流程及保密要求，定期开展员工个人信息保护制度培训，提升员工个人信息安全，履行公司对员工个人信息保护义务。

CR Beer has established a system for the protection of employees' personal data, which explicitly states the principles of rationalisation and minimisation of impact in the collection of employees' personal data and specifies the scope of use, process, and confidentiality requirements for employees' personal data, and demands regular trainings on personal data protection system for employees in order to enhance the security of employees' personal data and fulfill the Company's obligations in respect of the protection of employees' personal data.

民主管理

Democratic management

我们推动各级职工代表大会会充分发挥作用，促进广大职工全方位、多层次参与企业民主管理，推动企业与职工凝心聚力、共商共议，维护职工群众合法权益，激发企业健康发展的强大内生动力。

我们尊重员工参加、组建或者不参加工会的权利，努力把工会建成合格、模范的职工之家。我们已遵循《中华人民共和国工会法》第十一条要求建立工会，员工参与率达**100%**。

We promoted the full play of staff representative meetings at all levels to enhance the all-round and multi-level participation of employees in democratic management, promote the cohesion as well as discussion and negotiation between the Company and its employees, safeguard the legitimate rights and interests of employees, thereby stimulating a strong endogenous driving force for the healthy development of the Company.

We respect the rights of employees to join, form or not to join a trade union, striving to ensure that the trade union is a qualified and exemplary home for employees. We had been in compliance with the requirements under Section 11 of the "Trade Union Law of the People's Republic of China" to form a trade union with an employee registration rate of **100%**.

员工满意度

Employee Satisfaction

本集团通过年度企业文化认同度调研及多种渠道，鼓励员工表达意见，了解工作满意度。二零二四年十月，润心大使通过一对一访谈形式，就健康情绪状态、工作满意度、员工关爱诉求等问题开展了调研，访谈人数共计114人。通过调研发现，为情绪状态打分9分以上的员工占**43%**，员工普遍对工作状态满意度较高，其中工作胜任度打分9分以上占**44%**，工作环境满意度9分以上占**68%**。

Leveraging annual corporate culture recognition surveys and various other channels, the Group encourages its employees to express their views for knowing their job satisfaction. In October 2024, the CR Beer Ambassadors conducted a one-on-one interview with 114 employees on issues including health and emotional status, job satisfaction, and staff care appeals. According to the survey, 43% of the employees scored more than 9 points for their emotional status, and employees were generally quite satisfied with their working status, of which 44% scored more than 9 points for their work competencies and 68% scored more than 9 points for their work environment satisfaction.

心理健康援助 Mental Health Support

我们高度重视员工的心理健康，依托集团「润心坊」员工身心健康关爱品牌项目，成立润心坊 - 啤酒分坊，组建内部「润心大使」队伍。通过提供驻场心理咨询，新员工及全职业周期关爱，职场问题疏导等，提升华润啤酒员工的归属感和幸福感为目标，践行「以人为本」企业文化理念。

We attached great importance to the mental health of employees. Relying on the Group's brand employee care programme "CR-EAP", we have set up CR-EAP (Beer) and an internal team of "CR Beer Ambassadors". By offering on-site psychological counselling, caring for new employees and extending care through employees' whole career cycle, workplace problem counselling, etc., with the goal of enhancing the sense of belonging and happiness of CR Beer employees, we kept on practicing the "people-oriented" corporate culture concept.

案例：「润心坊」一爱陪伴 心成长

Case: CR-EAP (「润心坊」), spreading love along the way of companionship

为彰显集团对员工的关怀以及人本管理理念的践行，华润集团成立长效人本管理项目「润心坊」，旨在关爱员工身心健康，细心倾听员工诉求并解决他们所面对的难题，助力人才成长，传播「以人为本」理念。

华润啤酒当前配置「润心大使」19名，共参与新员工线上陪伴、「未来之星」训练营驻营访谈、各业态一线员工访谈等多种服务实践活动，累计访谈时长287小时、访谈人数561人。

In order to demonstrate the Group's care for its employees and its commitment to the concept of people-oriented management, CRH has established CR-EAP (「润心坊」), a long-term people-oriented management programme, aiming to care for the physical and mental health of its employees by listening to their appeals and solving their problems, thereby facilitating the growth of talents and promoting the "people-oriented" concept.

CR Beer has set up a team of 19 EAP Ambassadors (「润心大使」), who participated in a variety of service practice activities such as online companionship for new employees, in-campus interviews for "Future Stars" training camps, and interviews with frontline employees in various industries. The total interview time was 287 hours and the number of interviews was 561.



二零二四年，本集团未发现任何对其业务经营、业绩、财政状况及声誉造成重大影响之与人权及劳工权利相关违法违规行为。

In 2024, no violation of human rights and labour rights were found that had a material impact on the Group's business operations, results, financial condition and reputation.

案例：雪花日，凝聚大家庭

Case: Snow Day, bringing together the big family

华润啤酒成立三十周年之际，为提升公司文化氛围，传承华啤精神，让全体员工感受到「在华啤，多美好」，共同开启华润啤酒更加灿烂辉煌的新篇，华润啤酒面向全国员工开展第四届雪花日活动，以「员工版」与「家庭版」雪花日为双核心组织形式，强化雪花日的温暖属性，联动当地特色项目，形成独具啤酒特色的一年一度大型盛会。

At the 30th anniversary of CR Beer, in order to improve the Company's cultural atmosphere, uphold the spirit of CR Beer, allow all its employees to "be genuinely happy at CR Beer", and eventually make all forces join together to open a new chapter of even more prosperity and grandness for CR Beer, CR Beer organised its 4th Snow Day event for its employees all over China, with the "Employee Edition" and "Family Edition" Snow Day as its two core organisational forms. The event not only highlighted the warm attributes of the Snow Day but also added in local specialties, forming a grand annual event with unique beer characteristics.



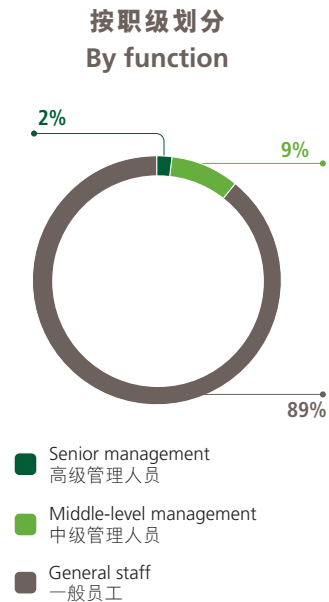
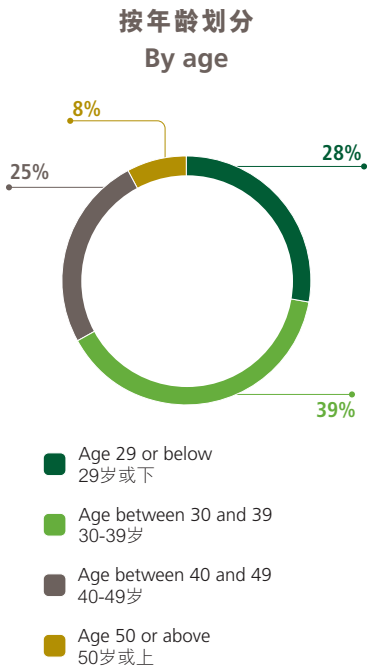
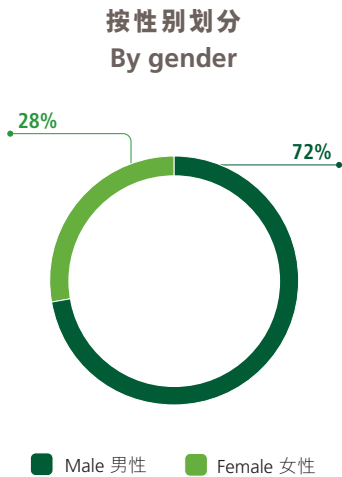
按地区划分的雇员总数
Total number of employees by region



安徽省	Anhui Province
北京市	Beijing
重庆市	Chongqing
福建省	Fujian Province
甘肃省	Gansu Province
广东省	Guangdong Province
广西壮族自治区	Guangxi Zhuang Autonomous Region
贵州省	Guizhou Province
海南省	Hainan Province
河北省	Hebei Province
河南省	Henan Province
黑龙江省	Heilongjiang Province
湖北省	Hubei Province
湖南省	Hunan Province
吉林省	Jilin Province
江苏省	Jiangsu Province
江西省	Jinagxi Province
辽宁省	Liaoning Province
内蒙古自治区	Inner Mongolia Autonomous Region
宁夏回族自治区	Ningxia Hui Autonomous Region
青海省	Qinghai Province
山东省	Shandong Province
山西省	Shanxi Province
陕西省	Shaanxi Province
上海市	Shanghai
四川省	Sichuan Province
天津市	Tianjin
西藏自治区	Tibet Autonomous Region
新疆维吾尔自治区	Xinjiang Uygur Autonomous Region
云南省	Yunnan Province
浙江省	Zhejiang Province
中国香港	Hong Kong

雇员数据
Employees Data Breakdown

二零二四年度
2024



相关方的人权用工风险管理
Management of Human Rights and Employment Risks of Relevant Parties

我们的人力资源管理原则亦延伸至我们的业务伙伴，要求相关方和供应链中受雇人士等都要尊重员工的人权与尊严，并确保合规用工。

Our human resource management principles also extend to our business partners, which require relevant parties and individuals employed in the supply chain to respect the human rights and dignity of their employees and to ensure employment compliance.

本集团在「供应商承诺」进行约定，要求所有供应商须尊重从业人员的人权，保障基本的员工权力及员工工作时长等，并要求供应商宣读「供应商承诺」及盖章确认。

The Group has made an agreement in the "Undertakings by Suppliers" that all suppliers shall respect the human rights of employees, protect their basic rights and working hours, etc., and suppliers shall read out the "Undertakings by Suppliers" and confirm it with a seal.

人才兴企

TALENT-DRIVEN DEVELOPMENT

联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位 Unit	2025 目标 Target	2024	2023	2022
	为员工提供 多元的培训 及发展机会 The Group strives to offer diverse training and development opportunities to our staff.	员工人均培训投入 Average training cost per employee	人民币元 RMB	426	1,121	890	655
		员工培训总投时长 Total training hours of employees	千小时 Thousand hours	866	1,203	966	762
		员工人均培训时长 Average training hours per employee	小时 Hours	36.1	46.2	35.5	31.7

本集团深知员工发展是推动业务进步的核心动力，积极为员工创造丰富多样的培训与成长机遇。本集团特别设立学习与创新中心，依据「3+3+3」战略，围绕「高端制胜，卓越发展」的战略主题及「人才制胜，引领变革」的人力资源方针，践行「从业务中来、到业务中去」的学习理念，打造快消品行业标杆，争做消费新世界学习型组织的引领者。

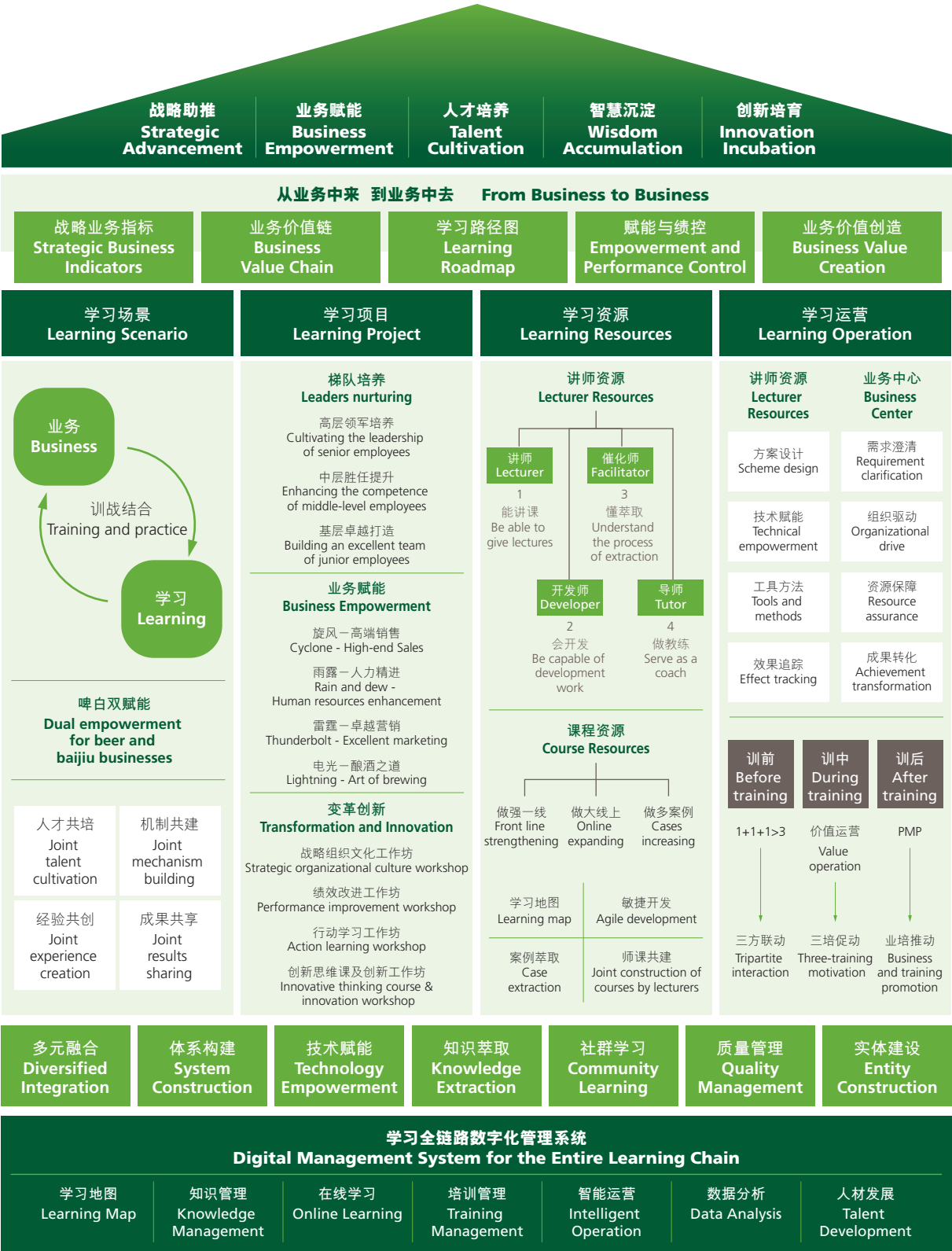
本集团拥有成熟的培训师队伍、专业的学习设计与培训运营团队，创新提炼出具有华润啤酒特色的组织学习方法论和人才培养机制，打造出契合集团战略和业务发展的优秀人才培养项目。

The Group recognizes that the development of employees is the core driving force for business progress. In this regard, the Group has been adhering to the talent-driven development strategy, actively offering diverse training and development opportunities to our staff. Particularly, the Group has established a Learning and Innovation Center. Guided by the “3+3+3” Strategy and based on the strategic theme of “Excellent Development for Success in Premiumization” and the human resources strategy of “Leading Change for Success in Talents”, the center practices the learning concept of “From Business to Business”, aiming to establish itself as a benchmark in the fast-moving consumer goods industry and strive to become the leader of learning-oriented organizations in the new consumer world.

The Group has a mature team of trainers, professional learning design and training operation team, and innovatively refined the organizational learning methodology and talent training mechanism with the characteristics of CR Beer, to create outstanding talent training programmes that are in line with the Group’s strategy and business development.

华润啤酒人才培养体系

CR Beer Talent Training System



本集团不仅为所有员工提供培训，还依据其工作岗位及资历，提供针对性的技能指导与培训课程，以提升工作能力和表现，支持集团战略转型与高质量业务发展。

本集团致力于构建稳固的人才发展体系。我们持续优化人才晋升和培养体系，不断完善华润啤酒上市公司架构下的干部管理制度体系、日常监督及绩效考核制度，积极落实三年人才规划标准，并通过精心设计的培训项目激励并培养各级员工的管理与领导能力，旨在拓宽他们的职业道路，确保集团与员工共同繁荣。我们亦会为员工提供职业生涯辅导，助力员工个人职业成长。

我们积极构建精英管理人才梯队，并全国招聘管培生和应届生，完善人才标准，使用测评工具，健全评价体系，改进员工职业发展管理办法，推动专业总监评聘，完善晋升路径，强化双通道职业发展，提高人才技能。

The Group not only provided training to all employees, but also offered targeted skills guidance and training courses according to their job positions and qualifications to enhance their working ability and performance, so as to support the Group's strategic transformation and promote high-quality business development.

The Group is committed to developing a solid talent development system. We constantly optimize the talent promotion and training system, continue to improve the manager management system and daily supervision and performance assessment system under the structure of the listed company CR Beer, actively implement the three-year talent planning standards, and motivate and develop management and leadership skills of employees at all levels through well-designed training programs, with an aim to expand their occupational development and ensure common prosperity between the Group and its employees. We also provide career counseling to our employees to help them develop their careers.

We actively build an echelon of elite management talents and recruit management trainees and fresh graduates across the country. We also improve talent standards and use assessment tools to promote the evaluation system. In addition, we improve the management measures for employee career development, promote the evaluation and recruitment of professional directors, improve promotion paths, strengthen dual channel for career development, and enhance the skill level of talents.

案例：华润啤酒第二届「好讲师」大赛

Case: The second "Good Lecturer" competition of CR Beer

全国18个赛区的20位赛区冠军参赛，啤白同台竞技，角逐十佳讲师。本届大赛首次采用全国直播以更大范围赋能内训师队伍，线上学习超3千人，浏览量超8千人次。

20 regional champions from 18 regions across the country from Beer and Baijiu business lines participated in the competition and competed for the top ten lecturers. This competition for the first time to use the national live broadcast to empower a wider range of internal trainer team, with more than 3,000 people learning online and more than 8,000 page views.



案例：学习型组织，屡获认可

Case: Award-winning learning organization

我们推动组织发展和人才培养，课程质量、数量、培训师素质等方面均达行业领先水平，相关人才培养方法论获国家版权局著作权登记，得到了各界专业机构的高度认可。

We are dedicated to fostering organizational development and talent cultivation, achieving industry-leading standards in both the quality and quantity of courses, as well as the caliber of trainers. Our talent development methodology has been registered in the National Copyright Administration and recognized by professional organizations across various fields.

二零二四年度，组织层面获奖2项，项目获奖13项，包括二零二四年ISPI-China「绩效改进最佳实践典范」奖、「绩效改进最佳实践」奖；ISFAL国际行动学习协会二零二四年度奖项「最佳业务赋能行动学习实践项目」；CSTD第九届学习设计大赛深圳国企赛区、厦门赛区及北京三区分别荣获「二零二四年全国企业学习项目设计金奖」第一名等。

In 2024, we were honored with 2 awards for organizational structure and 13 awards for projects. These accolades included the “Exemplary Best Practice Award in Performance Improvement” and the “Best Practice Award in Performance Improvement” from ISPI-China in 2024, the “Best Practice Project of Action Learning Empowered by Business” from the International Society for Action Learning (ISFAL) in 2024, and the first place in the “Gold Award of National Enterprise Learning Project Design for 2024” at the 9th Session of the Learning Design Competition of CSTD (Shenzhen state-owned enterprise division, Xiamen division and the three key areas of Beijing).



梯队培养
Talent development

项目 Projects	中高层学员 Mid-to-Senior Trainees	纵向晋升 Promoted	纵向晋升率 Promotion Rate	横向轮岗 Rotating
9 ^个	521 ^人	48 ^人	9.2%	23 ^人

基石打造，管培生培养
Foundation building: Management Trainee Program

通过「轮岗历练+导师带教+线上线下赋能」，打造华润啤酒关键岗位骨干和中层后备人才。

Through a combination of job rotations, mentorship, and online and offline training, we have been developing a reserve of key talent and mid-level managers for critical positions at CR Beer.



雪花学习地图构建与课程开发
Construction of the Snow Learning Map and course development

加速各岗位人才成长速度，落地人才标准，服务员工职业发展，规划开展各序列关键岗位学习成长地图构建，建设华润雪花专业人才培养提供具有针对性，且科学、系统的学习体系。

- 完成华润雪花品牌管理、销售政策、信息计划、物流仓储、共享财务、业财等10个岗位80门课程开发，累积已完成18个岗位的学习地图构建；
- 编写发布《全流程式学习成长地图构建项目操作指引》

We have been accelerating the growth of talent across various positions by implementing talent standards and supporting employee career development. This includes planning and developing learning pathways for key positions within each sequence, and establishing a targeted, scientific, and systematic learning system for the cultivation of professionals at CRSB.

- We have completed the development of 80 courses across 10 positions, including brand management, sales policy, information planning, logistics and warehousing, shared finance, and business finance at CRSB. To date, learning maps for 18 positions have been constructed;
- We have prepared and published the “Operational Guidelines for Building a Whole-process Learning Growth Map”

「润酒学堂」学习平台建设
Construction of the learning platform of “Runjiu Academy”

二零二四年，本集团信息化学习平台「润酒学堂」功能持续更新，上线系列课程24门，同步集团在线课程资源500+，在线课程资源时长增加1,400+小时，累计学习人数3万+，清理过时课程资源1,000+，保证平台学习资源与业务知识相匹配。

In 2024, the Group’s information-based learning platform, “Runjiu Academy”, continued to update its features, launching 24 series of courses and synchronizing over 500 online course resources from the Group. The total duration of course resources increased by more than 1,400 hours, with the cumulative number of learners exceeding 30,000. Over 1,000 outdated course resources were removed to ensure that the platform’s learning content remains aligned with business knowledge.

「润酒学堂」 “Runjiu Academy”	单位 Unit	2024	2023	2022
认证讲师人数 Number of certified instructors	人 People	925	705	822
在线课程 Online courseware	课 Course	3,355	2,591	282
面授课件 Offline courseware	课 Course	2,848	1,548	923

除持续优化线上学习数据管理功能外，我们新增线下培训项目数据线上化管理，培训学习数据质量更精准。

In addition to continuously optimizing the management functions for online learning data, the platform has introduced online management for offline training project data, further enhancing the quality of training and learning data.



我们的培训系统还获得
《国家知识产权局计算机软件著作权登记证书》认可。

Our training system was awarded the
“Computer Software Copyright Registration Certificate”
by the National Copyright Administration of China.

协会－企业－名校互动

Interaction among associations, enterprises, and prestigious institutions

- 与四川大学经济学院合作，共建实践基地，培养复合型人才，助力青年学子成长。
- 走进中国酒业协会、座谈汾酒集团、交流江南大学，通过「五研一游」推动「理解-应用-分析-评价-创造」的研修转化，探索白酒新世界发展规律。
- 与国际名校共铸案例，教学应用开辟品牌影响力新维度。
- In collaboration with the School of Economics, Sichuan University, we have jointly established a practical training base to cultivate interdisciplinary talents and support the growth of young students.
- We have engaged with the China Alcoholic Drinks Association, held discussions with Fenjiu Group, and exchanged ideas with Jiangnan University. Through the initiative of "Five Studies and One Tour", we promote the transformation of learning from "understanding — application — analysis — evaluation — creation," exploring the development principles of the baijiu industry in a new era.
- We have developed cases with international famous schools, and opened up a new dimension of brand influence through application in teaching.



主题：喜力并购

Theme: M&A of Heineken

《华润雪花：主流快消品牌的高端化之路》

《华润雪花：并购海外品牌的背后》

《华润雪花：「联姻」国际品牌之联合商业计划》

CR Snow: High-End Development of A Mainstream FMCG Brand

CR Snow: Background of the M&A of Overseas Brands

CR Snow: Joint Business Plan of Alliance with International Brands

中欧国际工商学院

China Europe International Business School



主题：组织变革

Theme: Organizational Reform

《China Resource Beer : Becoming Future Ready》

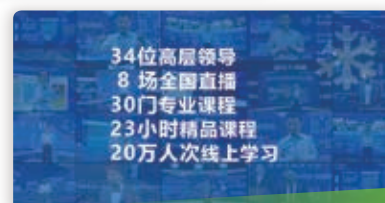
China Resource Beer:
Becoming Future Ready

瑞士洛桑国际管理发展学院
IMD Lausanne in Switzerland

「致敬三十年·拥抱新世界」系列书籍
Book series with a theme of
"Paying Tribute to Thirty Years •
Embracing the New World"



雪花大讲堂
"Snow Lecture Hall"



管理安全

SAFETY MANAGEMENT

联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位 Unit	2025 目标 Target	2024 ²	2023	2022
	「零伤害、零事故」 "Zero injury, zero accident"	千人伤害率 ¹ (可记录的 总工伤事故频率) The injury rate per thousand employees ¹ (Total Recordable Incident Rate)	‰	≤1.8	0.89	0.84	0.50
		因工亡故的员工人数 Number of work-related fatalities	人 People	0	0	0	0
		职业病事故 Occupational disease accident	起 Times	0	0	0	0
		安全管理培训覆盖率 Safety management training coverage rate	%	100%	100%	100%	100%
		职业病防治体检率 Occupational disease- related health check-up rate	%	100%	100%	100%	100%
		工作场所职业危害告知和 警示标识设置率 Coverage rate of occupational hazard notification and warning sign placement in the workplace	%	100%	100%	100%	100%

1.

本集团按年度披露千人伤害率(即可记录的总工伤事故频率)为公司运营场所里每 1,000 人(所有员工、承包商、分包商、服务提供方)发生的工伤事故人数。
2.

本集团安全生产相关绩效指标的统计范围自二零二四年起已扩大至运营场所内的所有员工, 承包商、分包商、服务提供方。
1.

The Group discloses the injury rate per thousand employees (recordable total lost-time accident frequency rate) annually. The Lost-time accident frequency rate (LTAFR) is the number of lost-time accidents (LTAs) per 1,000 people on site (all employees, contractors, subcontractors and service providers).
2.

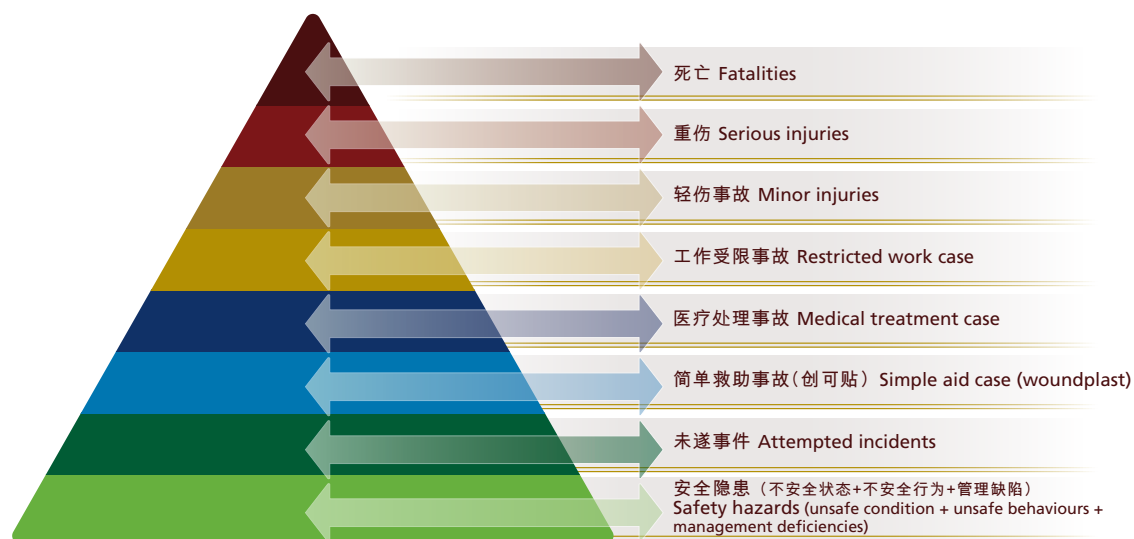
The statistical scope of the Group's production safety-related performance indicators has been expanded since 2024 to include all employees, contractors, subcontractors and service providers at operational locations.

本集团严格遵守国家安全生产和职业健康相关法律法规，全面落实企业主体责任，建立健全华润啤酒安全生产与职业健康管理体系。我们以「安全第一，预防为主，综合治理」为工作方针，通过完善责任体系、监督保障、教育培训和风险控制等机制，确保政策有效执行，持续提升安全管理水平。

本集团内部统计、追踪、管理和问责八大类别事故类型，死亡、重伤、轻伤事故、工作受限事故，医疗处理事故、简单救助事故（创可贴），未遂事件，安全隐患（如不安全状态、不安全行为和管理缺陷）八大类别。

The Group strictly complies with national laws and regulations related to production safety and occupational health, fully implements its primary corporate responsibilities, and has established a comprehensive production safety and occupational health management system for CR Beer. Our work policy is "safety first, prevention foremost, comprehensive management". Through the improvement of mechanisms such as responsibility systems, supervisory guarantees, education and training, and risk control, we ensure effective implementation of policies and continuously enhance safety management capabilities.

Eight categories of accidents, namely fatalities, serious injuries, minor injuries, restricted work case, medical treatment case, simple aid case (woundplaster), attempted incidents, and safety hazards (e.g., unsafe condition, unsafe behaviours, and management deficiencies), will be collected, tracked, managed and called to account by the Group internally.



我们追求「零事故、零伤害」，此安全管理目标已包含运营场所内的所有员工，承包商、分包商、服务提供方。

本集团EHS委员会由董事会主席直接领导，成员涵盖党委、董事及各部门负责人，负责安全生产管理工作，旗下各单位企业主要负责人为安全生产第一责任人，落实全员安全生产岗位责任制。

We strive for "zero incident, zero injury". This safety management objective is targeted for all employees, contractors, subcontractors, and service providers of our operating sites.

The EHS Committee of the Group is under the direct leadership of the Chairman of the Board, with members from the Party committee, directors and heads of departments. It is responsible for the management of safe production, with the key person in charge of each of its units as the primarily responsible person for safe production, so as to establish a safety production responsibility system for all employees.

同时，本集团将职业健康和安全绩效、风险指标绩效纳入管理层和员工薪酬及奖金的制定因素，以强化管理层在提升公司职业健康和安全表现方面的责任。

安全生产

华润啤酒的安全管理原则围绕「全员、全方位、全过程、突出重点」展开，注重全员重视、全过程管控、全方位落实以及危险源识别与应急预案制定。致力于分自然本能反应、依赖严格监督、独立自主管理、互助团队管理四个阶段建设安全文化，推动从被动到主动、从个体到团队的全面安全管理。

华润啤酒依据法律法规和标准，建立了完善的安全生产与职业健康管理制度体系，覆盖风险管控、隐患排查、重大危险源管理、相关方管理、应急预案及危险作业管理等关键领域，规范公司各单位在生产经营活动中应遵循的基本安全准则，有效预防事故，保障安全生产。

At the same time, the Group has included occupational health and safety performance and performance of risk indicators as one of the considerations in the formulation of remuneration and bonuses for management and employees in order to strengthen the management's responsibility in improving the Company's occupational health and safety performance.

Safe Production

CR Beer upholds the principles of safety management centered on "all staff, all-round, all-process, and highlighting the key points", focusing on full attention of all staff, all-process control, all-round implementation, as well as the identification of dangerous sources and the formulation of emergency plans. It is committed to building a safety culture through four stages, namely natural instinctive reaction, reliance on strict supervision, independent management, and mutual assistance in team management, so as to promote comprehensive safety management from passive to active and from individual to group.

CR Beer has established a comprehensive system of safety production and occupational health management in accordance with laws, regulations and standards, covering key areas such as risk control, potential risks identifications, management of major hazard sources, management of related parties, emergency plans and management of hazardous operation, to standardize the basic safety criteria to be followed by all units of the Company in production and operation activities, effectively preventing accidents and safeguarding safety production.



本集团致力改善职业健康及安全管理相关的管理体系，务求使本集团的安全管理水平符合国家认证标准并获得国际认可。本集团通过外部认证的工厂数目统计如下：

The Group is committed to improving our management systems related to occupational health and safety management so that the Group’s safety management standards meet national certification standards and are recognized internationally. The statistics of the number of plants of the Group that have passed external certification are as follows:

外部认证项目 External certifications		单位 Unit	2024	2023	2022
通过国家安全生产标准达标认证工作的工厂数目 Number of plants that passed the assessment and review by the National Production Safety Standardization		家 Plants	62	61	59
认证细分 Certification breakdown	获得「二级企业」认证的工厂数目 Number of plants that recognized as “the second-class enterprise”	家 Plants	29	29	24
	获得「三级企业」认证工厂数目 Number of plants that recognized as “the third-class enterprise”	家 Plants	33	32	35
获得ISO45001职业健康安全管理体系认证的工厂数目 Number of plants that obtained ISO45001 occupational health and safety management system certification		家 Plants	40	27	16

在危险作业管理方面，本集团制定了涵盖动火、吊装、高处作业及受限空间等场景的安全指引，形成从风险评估、过程监督到总结复盘的完整流程，确保每项危险作业都能在安全可控的环境下进行。

In terms of hazardous operations management, the Group has established safety guidelines covering scenarios such as hot work, lifting operations, working at heights and confined spaces. A comprehensive process has been developed, encompassing risk assessment, process supervision, and review and summary, so as to ensure that each of hazardous operation is conducted in a safe and controlled environment.

本集团积极推动各级EHS管理人员提高专业水平，并安排持有注册安全工程师资格的人员参加继续教育培训。二零二四年，集团所有企业负责人和安全管理人員均已取得安全管理资格证书，其中254人为专职安全管理人员，146人为国家注册安全工程师。此外，所有特种作业人员均持有有效资格证书。

The Group actively promotes the professional development of EHS management personnel at all levels and arranges for those with registered safety engineer qualification certificates to participate in continuing education and training. In 2024, all corporate officers and safety management personnel within the Group obtained safety management certificates, 254 of them are dedicated security management staff, and 146 of them are national registered safety engineers. Besides, all specialties employees hold valid qualification certificates.

本集团持续投资于硬件设施，打造更安全的作业环境。二零二四年，华润啤酒常规性安全投入费用累计达4,243万元，主要用于安全教育、防护装备更新、设备本质安全提升、应急设备配置及重大隐患治理，全方位保障员工安全与生产稳定。

The Group continues to invest in hardware facilities to create a safer working environment. In 2024, CR Beer’s routine safety investment expenses totaled RMB42.43 million, primarily allocated to safety education, protective equipment upgrades, intrinsic safety enhancements for equipment, emergency equipment deployment, and the rectification of major safety hazards, thereby ensuring comprehensive protection of employee safety and production stability.

安全培训与应急演练

在应急管理方面，本集团遵循「预防为主，常备不懈」原则，强化应急预案的制定、评审、培训、演练和救援队伍建设，确保应急装备和物资到位，提升应急管理能力。通过定期举办安全培训和应急演练，增强员工的安全意识和应急技能，筑牢安全生产和职业健康防线。二零二四年，华润啤酒组织了丰富多样的应急演练，覆盖生产运营主要风险点，重点针对火灾、危化品泄漏等高风险场景，开展多次综合及专项演练。通过这些举措，本集团全方位提升安全管理水平，助力企业可持续发展。

Safety Training and Emergency Drills

In terms of emergency management, the Group adopts the principle of “prevention-oriented and constant preparedness” to strengthen the preparation, evaluation, training and drills of emergency plans and the construction of emergency rescue teams, to ensure that emergency equipment and supplies are in place, and to improve the emergency management capability. By regularly organizing safety training and emergency drills, the Group enhances employees’ safety awareness and emergency response skills, and strengthens the defense line of work safety and occupational health. In 2024, CR Beer organized a wide variety of emergency drills, covering the main risk points in production and operation. Multiple comprehensive and special drills were carried out with a focus on high-risk scenarios such as fires and hazardous chemical leaks. Through these measures, the Group has comprehensively improved the level of safety management, contributing to the sustainable development of the enterprise.

	单位 Unit	2024	2023	2022
安全检查次数	次	3,313	3,070	1,053
Safety check-up times	Times			
安全教育培训时长	小时	588,160	425,700	442,400
Safety education and training hours	Hours			
员工安全培训人次	人次	73,520	53,215	55,304
Safety training times to employees	Participants			
相关方（供应商、分包商及承建商）安全培训人次	人次	21,002	23,799	24,975
Safety training times to related parties (suppliers, subcontractors and contractors)	Participants			
组织安全应急演练	次	975	604	600
Safety and emergency drills	Times			
	人次	22,794	11,683	11,800
	Participants			
安全教育培训覆盖率	%	100	100	100
Safety education training rate				

信息化系统建设

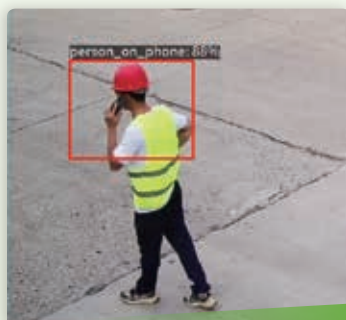
1) AI智能监控助力安全管理提升

二零二四年，华润啤酒引入AI图像识别技术，打造「AI警卫员」，实现工厂重大风险和人员违规行为的自动识别。系统接入20种AI算法并开发4种新算法，涵盖未走人行道、接打电话、明火烟雾识别、反光衣识别等场景，形成隐患识别、预警、上报、整改、验收的全流程管理闭环。通过实时抓拍和快速上报，提升EHS异常处理效率，减少违规事件漏报，强化风险监控，推动安全管理水平稳步提升。

Construction of Information System

1) Empowering Safety Management Advancement with AI Intelligent Monitoring

In 2024, CR Beer introduced AI image recognition technology to create a system of "AI security guard", enabling the automatic identification of major risks in the factory and employees' non-compliant behaviors. The system has integrated 20 types of AI algorithms and developed 4 new algorithms, covering scenarios such as not using the pedestrian path, making or answering phone calls, identifying open flames and smoke, and recognizing reflective vests, realizing closed-loop management for the whole process including hazard identification, early warning, reporting, rectification, and acceptance. Through real-time capturing and rapid reporting, the system has helped to improve the efficiency of handling EHS anomalies, reduce the underreporting of non-compliance incidents, and strengthen risk monitoring, thereby steadily promoting the safety management advancement.



2) EHS双重预防信息化项目

二零二四年，本集团研发并上线了EHS双重预防信息化项目，引入网格化管理理念，落实属地部门责任制，统一管控点、评估方法和风险管控措施等全集团标准，实现总部和区域安全管理、执行和统计的一致性。项目充分调动全厂员工参与，逐步提升员工安全意识，降低安全风险，助力本质安全的提升。同时，该系统内置EHS制度库和法规库，方便用户随时查询，实现知识与应用的结合。系统还能自动分析风险数据，精准定位隐患，大幅提升安全管理效率和科学性。

3) 危险作业管理

二零二四年，本集团开发上线危险作业信息化系统，开创性地整合危险作业票证信息，涵盖申请、审批、执行和监督环节，实现全流程办理移动化。系统运行579天，办理审批44,126单，输出74,412张合规作业票，为决策提供精准数据支持。

2) EHS Dual Prevention Informatization Project

In 2024, the Group developed and launched the EHS Dual Prevention Informatization Project, incorporating the concept of grid-based management. This initiative enforced departmental accountability within designated areas, standardized the control points, assessment methods, and risk management measures across the entire Group, ensuring the consistency in safety management, execution, and statistics between headquarters and regional offices. The project actively engaged all factory employees to gradually raise their safety awareness and reduce safety risks, contributing to the improvement of intrinsic safety. In addition, the system includes build-in EHS policies and regulation collection, allowing users to easily access information and integrate them with practical application. The system can also automatically analyze risk data and precisely identify potential hazards, significantly improving the efficiency and scientific rigor of safety management.

3) Hazardous Operations Management

In 2024, the Group developed and launched a hazardous operations informatization system, innovatively integrating hazardous work permit information. The system covers the entire process, including application, approval, execution, and supervision, enabling mobile handling of all procedures. Over 579 days of operation, the system processed 44,126 approvals and generated 74,412 compliant work permits, providing precise data support for decision-making.



损工事故分析及整改
Analysis and corrective actions for lost-time incidents

	单位 Unit	2024	2023	2022
因工亡故的员工人数 Number of work-related fatalities	人 People	0	0	0
千人伤害率 ¹ (可记录的总工伤事故频率) The injury rate per thousand employees ¹ (Total Recordable Incident Rate)	%	0.89	0.84	0.50
损工事故发生数 ² Lost-time accidents ²	起 Cases	29	30	11
损工人数 Number of work-related injuries	人 People	29	30	11
损工天数 Lost workdays	日 Days	556	906	436

1. 本集团披露千人伤害率(即可记录的总工伤事故频率)为公司运营场所里每1,000人(所有员工, 承包商、分包商、服务提供方)发生的工伤事故人数。

2. 本集团披露的损工事故发生次数(LTAs)包含死亡、重伤、轻伤事故三类别。
1. The injury rate per thousand employees (total Recordable Incident Rate) disclosed by the Group represents the number of work-related injuries per 1,000 individuals (including all employees, contractors, subcontractors, and service providers) at the operational sites of the Company.

2. The lost-time accidents (LTAs) disclosed by the Group include three categories: fatalities, severe injuries, and minor injuries.

二零二四年, 本集团未因职业健康与安全违规收到政府投诉或罚款, 也未发生员工死亡或重伤事故, 连续五年守住安全生产底线。

二零二四年, 本集团损工事故和损工天数减少, 但千人伤害率较去年同期略有上升, 主要因统计口径扩大, 涵盖运营场所内所有人员, 包括承包商和服务提供方。尽管如此, 二零二四年本集团实际千人伤害率为0.89%, 远低于年初目标2.1%。二零二五年, 本集团将千人伤害率目标进一步降至1.8%, 反映我们持续强化的安全管理考核。

按月统计的损工事故分析显示, 风险主要集中在两个场景: 一是销售外勤人员因复杂路况导致的摔伤和交通事故; 二是生产系统中工程项目增多, 高空作业频率上升, 高处坠落事故次数有所增加。

In 2024, the Group received no complaints or fines from the government for occupational health and safety violations, and no employee fatalities or serious injuries occurred. We have kept the bottom line of production safety for five consecutive years.

In 2024, the Group recorded a decrease in the number of lost-time accidents and working days lost. However, the injury rate per thousand employees increased slightly as compared with the corresponding period of last year, mainly due to the expansion of the statistical scope to cover all personnel in the operation premises, including contractors and service providers. Despite this, the Group's actual injury rate per thousand employees in 2024 was 0.89%, well below the target of 2.1% set at the beginning of the year. In 2025, the Group has further reduced the target of injury rate per thousand employees to 1.8%, reflecting our continuous enhancement of safety management assessments.

According to the analysis of the monthly statistics of lost-time accidents, risks were mainly concentrated in two scenarios: first, it was the fall injury and traffic accident caused by complex road conditions for outside sales force; second, the number of accidents falling from heights increased due to an increase in the number of engineering projects in the production system, and an increase in the frequency of aerial work.

本集团根据风险动态评估结果，建立多维度风险防控体系，重点实施以下措施：

- **防御性驾驶培训：**针对员工交通事故风险，开发防御性驾驶技术系列数字化课程，针对性提升员工风险预判与应急响应的双重能力。
- **安全生产设备升级：**投入专项改造资金，对生产设备进行本质安全升级，完成传动装置联锁防护、高空作业平台防坠系统等技术改造，完善个人防护装备（Personal Protective Equipment, PPE）配置，确保作业安全。
- **全员隐患上报机制：**采用「随手拍」EHS信息化管理系统，鼓励员工识别并上报隐患。相关部门定期统计并通报，建立整改清单，确保隐患源头治理。
- **事故案例警示：**每月通报下属单位事故情况，发布案例预警提示，并召开事故反思会，分析原因并制定整改措施，督促基层开展单位事故还原式警示教育，以案促警，防止同类事件再次发生。

Based on the results of the dynamic risk assessment, the Group has established a multi-dimensional risk prevention and control system, with a focus on the implementation of the following measures:

- **Defensive driving training:** In view of the risk of traffic accidents for employees, a series of digital courses on defensive driving techniques have been developed to improve employees' dual capabilities of risk prediction and emergency response.
- **Upgrading of safety production equipment:** The Group has invested special renovation funds to upgrade the intrinsic safety of production equipment, completed technical transformations such as interlocking protection of transmission devices and anti-fall systems for aerial work platforms, and improved the configuration of Personal Protective Equipment (PPE) to ensure operational safety.
- **Full-staff hazard reporting mechanism:** Adopt the "Take-a-photo-at-hand" EHS information management system to encourage employees to identify and report potential hazards. Relevant departments regularly conduct statistics and make notifications, establish a rectification list to ensure the treatment of hazards at their source.
- **Warning with accident cases:** Report the accident situations of subordinate units every month, issue case warning reminders, and hold accident reflection meetings to analyze the causes, formulate rectification measures, and urge grassroots units to carry out restorative warning education on accidents. Use cases to promote vigilance and prevent the recurrence of similar incidents.

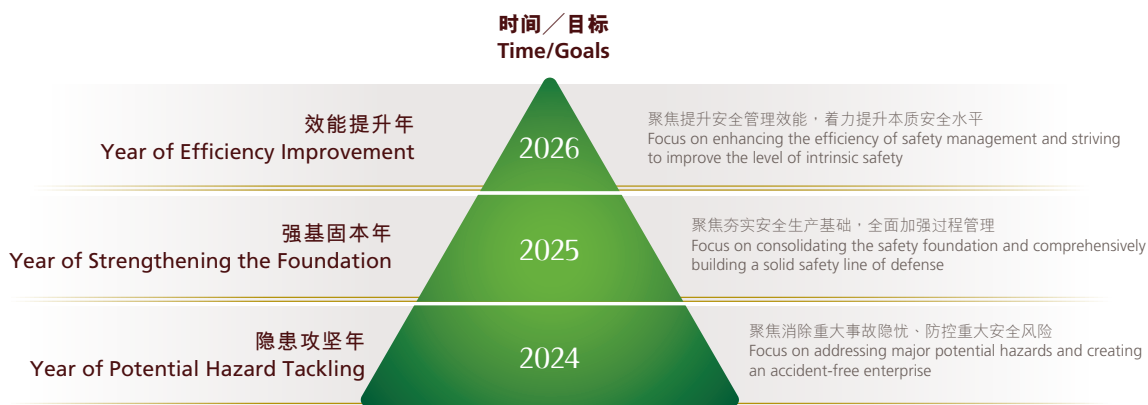


通过以上措施，本集团全力保障员工安全，迈向「零伤害，零事故」目标。

Through the above measures, the Group has made all-out efforts to ensure the safety of employees and move towards the goal of "zero injury, zero accident".

案例：「治本攻坚」三年行动
Case: The three-year action plan for tackling the root causes of production safety issues

二零二四年，华润啤酒以「治本攻坚」三年行动和重大隐患治理为抓手，深入开展隐患排查工作，覆盖所有生产基地、营销场所和建设项目，实现100%检查范围覆盖。
In 2024, CR Beer took three-year action plan for tackling the root causes of production safety issues and the governance of major potential hazards as the starting points to carry out in-depth work on potential hazard investigation, covering all production bases, marketing premises and construction projects, achieving 100% coverage of the inspection scope.



- **消防安全** 专项检查73次检查；
73 special **fire safety** inspections;
- **燃气安全** 专项排查230次；
230 special **gas safety** inspections;
- **危险化学品** 专项检查286次；
286 special inspections of **hazardous chemicals**;
- **危险作业** 专项检查865次；
865 special inspections of **dangerous operations**;
- **建筑施工(建设项目)安全** 专项检查232次；
232 special safety inspections of **construction projects (construction projects)**;
- **建(构)筑物安全** 专项检查232次；
232 special **safety** inspections of **buildings (structures)**;
- **交通运输安全** 专项检查305次；
305 special **transportation safety** inspections;
- **相关方单位安全生产** 专项检查721次；
721 special **safety production** inspections of **related parties' units**;
- **合规性评价** 189次。
189 **compliance evaluations**.

全年累计排查隐患17,840项次，整改完成率高达99.8%。
Throughout the year, a total of 17,840 potential hazards were investigated, and the rectification completion rate reached as high as 99.8%.

案例：消防宣传月

Case: Fire Prevention Publicity Month

我们致力于提升公司在火灾等紧急情况下的应急处置能力，通过定期开展消防宣传月活动，增强员工的消防安全意识和自防自救能力。

We are committed to enhancing the Company's emergency response capabilities in emergency situations such as fires. By regularly carrying out Fire Prevention Publicity Month activities, we aim to strengthen employees' fire safety awareness and their abilities to protect themselves and conduct self-rescue.

迎接第33个全国消防日，我们旗下各级单位成功组织74次各类火灾事故模拟演练，共有1,923人次参与。通过演练，员工得以熟悉火灾应急流程和逃生方法，公司得以优化应急预案和处置流程，为保障员工生命安全和公司财产安全筑牢基础。

In celebration of the 33rd National Fire Prevention Day, all levels of units under the Company successfully organized 74 various fire accident simulation drills, with a total of 1,923 person-times participating. Through these drills, employees were able to familiarize themselves with the fire emergency procedures and escape methods, and the Company was able to optimize its emergency response plans and handling procedures, laying a solid foundation for ensuring the safety of employees' lives and the Company's property.



案例：应对极端天气变化，自然风险预警响应

Case: Response to extreme weather changes and alert of natural risks

为防范突发自然灾害和极端天气风险，本集团基于国家气象局数据，及时推送暴雨、暴雪等极端天气的72小时分级预警。各单位依据区域特点制定应对方案，开展年度自然灾害应急推演，模拟台风、洪涝等极端天气场景下的工厂封堵和人员疏散全流程，完善多部门协同响应机制。

To prevent sudden natural disasters and the risks of extreme weather, the Group, based on the data from the National Meteorological Administration, promptly pushes out 72-hour graded early warnings for extreme weather such as rainstorms and blizzards. Each unit formulates response plans according to regional characteristics, conducts annual emergency drills for natural disasters, simulates the entire process of factory sealing and personnel evacuation in extreme weather scenarios like typhoons and floods, and improves the collaborative response mechanism among multiple departments.

相关方安全生产管理

本集团的安全生产管理要求适用于整个供应链。我们不仅保障本集团员工的安全，还强化对供应商和分包商的职业健康安全监督，确保所有工作人员的健康与安全，推动业务管理的系统化与专业化。

本集团亦要求所有承包单位严格遵守集团安全制度，并鼓励相关方借鉴或采用本集团安全生产管理制度，提升安全管理水平。二零二四年，本集团成功上线相关方安全管理信息化系统，实现相关方全流程管控。

Safe Production Management of Related Party

The Group's safe production management requirements apply throughout the entire supply chain. We not only ensure the safety of our employees in the Group but also strengthen occupational health and safety supervision over suppliers and subcontractors to safeguard the health and safety of all workers, promoting systematic and professional business management.

The Group also requires all contractors to strictly comply with the Group's safety systems and encourages related parties to reference or adopt the Group's safety production management system to enhance their safety management practices. In 2024, we successfully launched an information management platform for safe production management of related parties, enabling full process control over all related parties.

严格审核

Strict Review

在准入环节，我们遵循「谁审核谁负责」的原则，严格把控供应商和分包商的资格预审、服务准备、作业监督、产品技术服务及表现评估等环节。

At the admission stage, we adhere to the principle of "whoever conducts the review assumes responsibility" and strictly control various processes, including the prequalification of suppliers and subcontractors, service preparation, operational supervision, product technical services, and performance evaluation.

制度管控

System Control

我们以「合同管理全覆盖、安全管理全覆盖、责任追究全覆盖」原则，要求相关方严格遵守安全守则，并在发生重伤及以上人身伤害事故、火灾事故、场内交通重伤等重大事故时，及时向本集团报告。

Under the principles of "comprehensive contract management, comprehensive safety management, and comprehensive accountability," we require all related parties to strictly comply with safety regulations. In the event of major incidents such as severe injuries or above, fire accidents, or serious on-site traffic injuries, timely reporting to the Group is mandatory.

系统管理相关方安全信息

Systematic Management of Safety Information for Related Parties

二零二四年，相关方安全管理信息化系统上线运行，覆盖承包商资质审核、准入评估、作业监督到事后评价的全过程。系统实时监控安全表现，快速识别并解决隐患，显著降低作业风险。

In 2024, the safety management information system for related parties was launched, covering the entire process of contractor qualification review, admission assessment, operational supervision and post-event evaluation. The system enables real-time monitoring of safety performance, facilitates the rapid identification and resolution of potential hazards, and significantly reduces operational risks.

职业健康

本集团高度重视员工职业健康，推广健康活动和生活方式，营造积极向上的企业文化，促进员工健康与企业发展的和谐统一。

本集团制定相关政策，成立专门的职业卫生管理机构，配备职业健康管理专业人员监测工作场所的职业病危害因素。同时，我们制定了职业病防治计划和实施方案，建立了完善的职业卫生管理制度、操作流程、档案记录、评估体系以及应急救援预案。

同时，我们优化工作环境，推行5S现场管理，打造舒适愉悦的工作氛围，并加强职业病防护设施管理，科学治理噪声、粉尘等职业危害因素，切实保障员工健康。

二零二四年，3家工厂获得省级健康企业，4家工厂获得市级健康企业。

Occupational Health

The Group pays attention to the occupational health of employees, promotes healthy activities and lifestyle and fosters proactive and aggressive corporate culture, thereby bringing employee's health and corporate development together.

The Group has compiled relevant policies, set up occupational health management institutions and allocated occupational health management personnel to monitor occupational hazards in the workplace. Meanwhile, the Group has also formulated occupational disease prevention and control plans and implementation plans accordingly, establishing and improving the occupational health management system, operating procedures, files, evaluation system and emergency rescue plan.

At the same time, the Group has improved the working environment, implemented 5S on-site management, and created a comfortable and pleasant working environment. In addition, the Group has strengthened the management of occupational disease prevention facilities, with scientific measures having been taken to strengthen the treatment and control of occupational disease hazards such as noise and dust, and effectively protected the health of employees.

In 2024, 3 plants were awarded the title of provincial health enterprise, and 4 plants were awarded the title of municipal health enterprise.



二零二四年，本集团开展工业场景电离辐射管理项目，有效降低员工的辐射剂量，建立管理标准，规范放射工作人员的管理和健康监测流程，并输出射线装置防护改造案例，消除误照射风险。

In 2024, the Group launched an ionizing radiation management project in industrial scenarios, and effectively reduced the radiation dose for employees. The Group also established management standards, standardized the management and health monitoring processes for radiation workers, provided cases of radiation device protection renovation and upgraded devices accordingly to eliminate the risk of accidental exposure.

	单位 Unit	2024	2023	2022
职业卫生师 Occupational health specialist	人 People	32	6	0
职业病事故 Occupational disease accident	起 Times	0	0	0
职业病防治体检率 Occupational disease-related health check-up rate	%	100%	100%	100%
工作场所职业危害告知和警示标识设置率 Coverage rate of occupational hazard notification and warning sign placement in the workplace	%	100%	100%	100%

展望未来

华润啤酒将继续秉持「以人为本」的理念，紧密围绕「人才制胜、引领变革」的核心理念，推进人力资源管理体系的探索与实践，助力员工实现个人价值与企业目标的统一。在人才培养策略方面，围绕业务赋能、梯队培养、知识经营三大发力点，构建以价值创造为导向的学习型组织。通过加大安全投入、引入先进技术和设备、优化管理流程、强化安全文化建设，深化「人防+技防+智防」三位一体的安全管理模式，完善「事前预防一事中控制一事中改进」的全周期安全管理机制，切实保障「零伤害、零事故」安全管理目标的达成。华润啤酒必将以人才优势赢得发展优势，以员工价值创造企业价值，共同迈向成为「酒业新世界的领导者」的征程！

OUTLOOK

CR Beer will uphold its people-centric approach, guided by "Talent-Driven Transformation" to align employee growth with business goals. We focus on three talent priorities: business empowerment, leadership development, and knowledge management, building a value-driven learning organization. Through continuous safety investments, advanced technologies, and process optimization, we implement an integrated 'human-tech-smart' safety management system, enhance end-to-end safety management system with 'preventive measures, real-time monitoring, and continuous improvement' processes to achieve "Zero Harm, Zero Accidents." Leveraging talent as our advantage, we advance toward "becoming the leader of the new world of the alcoholic beverage industry".

3

每一环践行减碳，每一程共「链」革新 GREEN HORIZONS FORGED, LOW-CARBON CHAINS TRANSFORMED

华润啤酒勇担「链主」责任，持续增强产业链韧性和竞争力，著力构建自主可控、安全高效的产业链供应链体系。我们深入推进绿色供应链建设，加快完善供应商ESG评估体系，通过创新驱动全产业链低碳转型。同时，我们秉承诚信经营理念，不断加强廉洁采购管理，共建风清气正的商业生态。

CR Beer assumes full responsibility as the “industry chain anchor”, driving enhanced resilience and competitiveness of its supply chain while building a self-sufficient, secure, and high-efficiency alcoholic beverage supply chain ecosystem. We are advancing the green supply chain development, accelerating the refinement of supplier ESG evaluation system, and driving low-carbon transformation across the entire industrial chain. Simultaneously, upholding the principle of integrity-driven operations, we are strengthening ethical procurement management to foster a transparent and trustworthy business ecosystem.

本章节所回应的UNSDGs：
UNSDGs responded in this chapter:



本章节所回应的ESG重要性议题：
Material ESG issues
responded in this chapter:

- 产品质量和食品安全管理
Product Quality and Food Safety Management
- 负责任营销
Responsible Marketing
- 客户服务
Customer Service
- 数据安全和隐私保护
Data Security and Privacy Protection
- 倡导理性饮酒
Promotion of Rational Drinking
- 供应链管理
Supply Chain Management
- 研发创新
R&D and Innovation

本章节所涉及的联交所ESG指标：
ESG indicators of the Stock Exchange
covered in this chapter:

- B5供应链管理
B5 Supply Chain Management
- B6产品责任
B6 Product Responsibility

GRI标准：
GRI standards:

GRI2-25; GRI2-29; GRI416; GRI417; GRI418

联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位 Unit	2025 目标 Target	2024	2023	2022
 产业、创新和基础设施  负责任的生产	供应链风险管理 Supply chain risk management	对集采物资及规模物资供应商的反贪污宣传覆盖率 Publicity Coverage on suppliers of centralized procurement and large-scale procurement of materials	%	100%	100%	100%	100%
		新认证供应商《阳光承诺》和《供应商承诺》签署率 Percentage of newly certified suppliers signed the "Sunshine Undertaking" and the "Supplier Commitment"	%	100%	100%	100%	100%
		现场认证工作人员《廉洁守则》签署率 Percentage of the onsite certification personnel of the suppliers signed the "Code of Integrity"	%	100%	100%	100%	100%

我们的制度和标准，包括但不限于以下：

Our systems and standards include but are not limited to the following:

- 《华润啤酒采购管理制度》
"CR Beer Procurement Management System"
- 《华润雪花及华润酒业供应商管理办法》
"CRSB & CRWH Supplier Management Measures"
- 《华润雪花及华润酒业采购运作管理办法》
"CRSB & CRWH Procurement Operation Management Measures"
- 《华润雪花及华润酒业供应商认证工作指引》
"Guidelines for Supplier Certification of CRSB & CRWH"
- 《华润啤酒供应商黑名单管理指引》
"CR Beer Supplier Blacklist Management Guidelines"
- 《华润雪花及华润酒业采购项目供应商资格审查管理细则》
"CRSB & CRWH Procurement Project Supplier Qualification Review Management Rules"
- 《华润雪花及华润酒业供应商应知应遵知识手册》
"CRSB & CRWH Industry Suppliers' Knowledge Manual"
- 《华润雪花及华润酒业供应商过程考核工作指引》
"Guidelines for the Supplier Process Assessment of CRSB & CRWH"
- 《华润啤酒合同管理制度》
"CR Beer Contract Management System"

华润啤酒针对供应链风险管理及供应商赋能制定一系列内部管理制度，涵盖招标采购流程、供应商筛选及供应商审查、采购运作执行等。

我们秉承诚信经营的理念，加强在采购管理、工作纪律、阳光承诺、招投标流程及规则等环节的管理，防范食品安全风险，保证采购物资符合质量标准，建立稳定、可控及安全，支持可持续发展。此外，我们推行质量优先、产业链延伸共创、与实力供应商达成战略合作实现双赢。

华润啤酒采购委员会是本集团采购管理最高决策机构，负责决定本单位采购规划及管控模式等重大决策，授权相关采购事项的审批。采购委员会主任委员由董事会主席担任，成员包括总裁、副总裁、首席财务官以及总法律顾问。

CR Beer has developed a series of internal management systems for supply chain risk management and supplier empowerment, covering the bidding and procurement process, supplier screening and supplier review, procurement operation execution, etc.

We adhere to the concept of honest management and strengthen management in procurement management, work discipline, sunshine commitment, bidding process and rules, prevent food safety risks, ensure that purchased materials meet quality standards, establish stability, controllability and safety, and support sustainable development. In addition, we promote quality first, extend the industrial chain and create together, and reach strategic cooperation with powerful suppliers to achieve a win-win situation.

The CR Beer Procurement Committee is the highest decision-making body for the Group's procurement management. It is responsible for making major decisions such as the unit's procurement planning and management and control model, and authorizing the approval of relevant procurement matters. The Procurement Committee is chaired by the Chairman of the Board of Directors and includes the President, Vice President, Chief Financial Officer and General Counsel.

供应商管理 Supplier Management

1 供应商筛选 Supplier Screening

华润啤酒对供应商实现制度化、标准化、专业化管理。

本集团采购管理中心通过强化供应商寻源、准入管理，推进供应商选择的公开化、标准化，在华润集团守正电子招标平台对外发布公开征集寻源公告，同时在守正平台与SRM系统对供应商准入标准进行公示。

二零二四年，因为社会责任不合规等原因未通过筛选的供应商有4家。

CR Beer implements institutionalized, standardized and professional management of suppliers.

The Group's Procurement Management Center promotes the openness and standardization of supplier selection by strengthening supplier sourcing and access management. The Group publishes public solicitation and sourcing announcements on the CRH Integrity Electronic Bidding Platform and at the same time publicizes supplier access standards on the CRH Integrity Electronic Bidding Platform and the SRM (Supplier Relationship Management) system.

In 2024, there were 4 suppliers failed the screening process due to non-compliance with social responsibility and other reasons.

2 供应商认证 Supplier Auditing

我们采取资质认证、现场认证两种形式进行供应商认证。采购主责部门根据实际品类行业特点、供需关系、物资特性等确定供应商认证范围，对标的物质量、货源保障、食品安全、资产安全等有特殊要求的原辅料、包装物等大宗物资或服务开展现场认证，现场认证不合格的新供应商给予6个月整改期限，二次认证仍不合格的2年内不再接受现场认证申请。

二零二四年，在此基础上初步构建供应商三年培养及成长机制，对于认证通过的供应商建立产品适用性认证机制及交付配合度测试机制，以保证采购物资的合格率及及时交付率。

There are two forms of qualification certification and on-site certification for supplier auditing. The procurement department shall determine the scope of supplier certification based on the characteristics of the actual category industry, supply and demand relationship, material characteristics, etc., and conduct on-site certification for bulk materials or services such as raw materials and packaging materials that have special requirements for the quality of the subject matter, supply guarantee, food safety, asset security, etc. New suppliers that fail the on-site certification will be given a 6-month rectification period. If the secondary certification is still unqualified, applications for on-site certification will no longer be accepted within 2 years.

In 2024, a three-year supplier training and growth mechanism was initially established on this basis, and a product suitability certification mechanism and delivery coordination testing mechanism were established for certified suppliers to ensure the qualification rate and timely delivery rate of purchased materials.

供应商考察认证	累计认证 供应商次数 No. of Auditing	累计认证 供应商数量 No. of Suppliers Audited	认证合格	认证失败
Supplier Auditing			Passed	Failed
啤酒业务 Beer Business	7	157	97	60
白酒业务 Baijiu Business	3	214	112	106

3 供应商考核 Supplier Assessment

我们对合作的供应商应进行月度过程考核和年度累计考核。考核内容包括质量、交付、成本、服务四个模块，10类指标，月度考核以质量、交付为主，年度评价辅以成本、服务。过程考核结果应用包括警示、约谈、整改等；年度考核结果应用包括扣减货源、暂停合作、淘汰等；不合格的供应商予以冻结合作或淘汰，2年内禁止使用。合作过程中出现原则性问题的异常供应商经审批后进入供应商黑名单，禁止合作期限5年。

二零二四年，合作供应商绩效评价覆盖率100%，因绩效评价不合格等原因暂停供货、冻结合作或终止合作的供应商27家。

Monthly process assessments and annual cumulative assessments should be conducted on cooperative suppliers. The assessment content includes four modules: quality, delivery, cost, and service, and 10 categories of indicators. The monthly assessment is mainly based on quality and delivery, and the annual assessment is supplemented by cost and service. The application of process assessment results includes warnings, interviews, rectification, etc.; the application of annual assessment results includes deduction of supply, suspension of cooperation, elimination, etc.; unqualified suppliers will have their cooperation frozen or eliminated, and their use will be prohibited within 2 years. Abnormal suppliers who have principled problems during the cooperation process will be entered the supplier blacklist after approval and will be prohibited from cooperation for 5 years.

In 2024, the performance evaluation coverage rate of cooperative suppliers was 100%, and 27 suppliers suspended supply, froze cooperation, or terminated cooperation due to unsatisfactory performance evaluations and other reasons.

4 供应商退出 Supplier Exits

二零二四年，发布《华润啤酒供应商黑名单管理指引》，加强在合作的前中后期对供应商违规违约行为的管理力度，并通过信息化手段进行合理管控。

二零二四年，因触发该管理条例而被限制合作的供应商362家，因社会责任不合格而被列入黑名单供应商的数量为1家，因弄虚作假等原因而被列入黑名单供应商的数量为14家。

In 2024, the "CR Beer Supplier Blacklist Management Guidelines" was released to strengthen the management of suppliers' violations and breach of contract in the early, middle and late stages of cooperation, and conduct reasonable management and control through information technology.

In 2024, 362 suppliers were restricted from cooperation due to triggering the management regulations, 1 supplier was blacklisted due to unqualified social responsibility, and 14 suppliers were blacklisted due to fraud and other reasons.

5 动态管理供应商目录 Dynamically Supplier Catalog

我们依据供应商绩效评价和分级管理编制《合格供应商目录》《不诚信供应商目录》《供应商黑名单》《关联供应商目录》《星级供应商目录》等，并实行引进、评价、淘汰动态循环管理。

Based on supplier performance evaluation and hierarchical management, we compile the "Qualified Suppliers Catalog", "Dishonest Suppliers Catalog", "Supplier Blacklist", "Associated Suppliers Catalog", "Star Suppliers Catalog", etc., and implement dynamic cycle management of introduction, evaluation and elimination.

供应商管理数据 Supplier Management Data	单位 Unit	2024	2023	2022
入选供应商总数目 Total Number of Qualified Suppliers	家 Plants	5,627	4,752	4,300
已审查的核心生产物资供应商 Audited Core Production Material Suppliers	家 Plants	573	547	347
因不合规等原因未通过筛选的供应商 Suppliers Rejected Due to Non-compliance	家 Plants	11	177	19
因不合规被终止合作的供应商数量 Suppliers Terminated for Non-compliance	家 Plants	116	44	19
参与「应知应遵」测试的供应商 Suppliers Participating in "Must-Know & Must-Comply" Assessments	家 Plants	224	69	23
	人次 Participants	>1,300	>400	>230
获得环境、职业安全相关认证 (如ISO45001/18001)的供应商数量 Suppliers with Environmental/Occupational Safety Certifications (e.g., ISO 45001/18001)	家 Plants	224	118	118
获得广泛认可的产品安全性、质量标准相关 认证(如HACCP、ISO 9001或同等标准) 的供应商数量 Suppliers Holding Widely Recognized Product Safety & Quality Certifications (e.g., HACCP, ISO 9001 or equivalent)	家 Plants	573	424	342



ESG全链条管控 ESG full chain management and control

华润啤酒通过拟定供应商筛选标准、现场考察标准以及供应商签署《供应商承诺书》的方式，引导供应商对环境保护，减少能源耗用、资源充分循环利用及人权评估等方面做出努力。

本集团要求所有供应商签署的《供应商承诺书》，包括但不限于以下要求：

- 严格遵守所有适用的国家相关法律法规；
- 廉洁采购；
- 工作环境具备安全防护措施及保障员工的职业健康；
- 尊重人权，保障基本的员工权利及员工工作时长，保障平等雇佣；
- 生产和供应链过程中，能有效利用现有资源并最小化对环境造成不良影响；
- 提倡承担环境保护责任，发展和推动与环保相关的技术应用。

为推动供应链管理与ESG理念结合，本集团正在推动对供应商ESG定期审核，系统规范供应商在环境可持续发展、劳工和人权、职业健康安全、产品质量和食品安全、以及商业道德等核心领域的行为准则。同时，我们将积极引导供应商按照ISO 9001的要求建立质量管理体系，鼓励供应商通过ISO 14001环境管理体系认证，以此全面提升供应链的可持续发展水平，实现经济效益与环境效益的有机统一。

CR Beer guides suppliers to make efforts in environmental protection, reduction of energy consumption, full resource recycling and human rights assessment by formulating supplier selection standards, on-site inspection standards and signing the "Supplier Commitment" by suppliers.

The Group requires all suppliers to sign the "Supplier Commitment" which includes but not limited to the following requirements:

- Strictly complying with all applicable national laws and regulations;
- Ethical procurement;
- Adopting safety protection measures in the working environment to ensure the occupational health of employees;
- Respecting the human rights, guaranteeing basic employee rights and working hours of employees, and guaranteeing equal employment;
- Using effectively existing resources and minimizing negative effects on the environment in the process of production and supply chain;
- Advocating to shoulder environmental protection responsibility, developing and promoting environment-related technological application

In order to promote the integration of supply chain management and ESG concepts, the Group is promoting regular ESG audits of suppliers and systematically standardizing suppliers' codes of conduct in core areas such as environmental sustainability, labor and human rights, occupational health and safety, product quality and food safety, and business ethics. At the same time, we will actively guide suppliers to establish quality management systems in accordance with the requirements of ISO 9001, and encourage suppliers to pass ISO 14001 environmental management system certification, so as to comprehensively improve the sustainable development level of the supply chain and achieve the organic unity of economic benefits and environmental benefits.

紧急风险应对

Emergency risk response

供应商如出现信用危机、食品安全、资金链危机、其生产/经营场所发生重大事故/事件等情形时，各单位采购主责部门须在第一时间向对应单位第一责任人汇报，并报本单位采购部。于2个工作日内形成专项报告，再次上报。

各单位须根据措施计划，组织开展对应工作，并对紧急事件的发展过程、后期走势等进行持续跟踪反馈、优化方案、落实完成，直至紧急事件对公司的影响消除。

If a supplier encounters a credit crisis, food safety, capital chain crisis, or a major accident/incident occurs at its production/business site, the procurement department of each unit must report to the first person in charge of the corresponding unit as soon as possible and report it to the unit's procurement department. A special report will be formed within 2 working days and submitted again.

Each unit must organize and carry out corresponding work according to the measure plan, and continue to track and feedback the development process and subsequent trends of the emergency, optimize the plan, and implement it until the impact of the emergency on the company is eliminated.

供应链安全可控

Supply chain security and controllability

华润啤酒积极响应政策号召，把增强产业链韧性和竞争力放在战略高度位置，着力构建中国啤酒自主可控、安全高效的产业链供应链。

本集团当前入选供应商总数目达5,627家，超过99%来自中国境内，仅有个位数的海外供应商，我们认为当前供应链风险可控。

我们的行动包括：

- **国麦振兴计划**
通过提升国产大麦供应链韧性，逐步扭转进口依赖，增强啤酒大麦供应链自主可控能力，助力构建“啤酒新世界”安全可控的供应链生态圈（详见国麦振兴专题报告）。
- **国产啤酒花采购**
加大国产啤酒花采购力度，在保障供应链安全、提升原料品质的同时，有效缩短运输半径，降低碳排放。二零二四年，我们已健全多个品种国产酒花的供应体系，整体国产酒花采购占比提升至**43%**。我们已设立目标，争取在二零二五年将国产酒花采购占比提高至**45%**以上。
- **包装材料本土化替代**
积极推进啤酒拉环盖和皇冠瓶盖采用国产粒料替代进口原料，在确保供应链安全的同时增强抗风险能力。本地采购还可显著降低物流成本和运输环节的碳排放。

CR Beer actively responded to the policy call and placed the enhancement of the resilience and competitiveness of the industrial chain at a strategic position, striving to build an independent, controllable, safe and efficient industrial and supply chain for Chinese beer.

The Group currently has a total of 5,627 selected suppliers, more than 99% of which are from China, with only single-digit overseas suppliers. We believe that the current supply chain risks are controllable.

Our actions include:

- **Domestic Barley Revitalization Plan**
By enhancing the resilience of domestic barley supply chains, we are progressively reducing import dependency and strengthening autonomous control over beer barley supply chains. This supports building a secure and controllable supply chain ecosystem for the “New Beer World” (see Special Report on Domestic Barley Revitalization for details).
- **Domestic Hop Procurement**
We are increasing procurement of domestic hops to ensure supply chain security and improve raw material quality, while effectively reducing transportation distances and carbon emissions. In 2024, we established a complete supply system for multiple varieties of domestic hops, raising the domestic hop procurement ratio to **43%**. We have set a target to increase this ratio to over **45%** by 2025.
- **Localization of Packaging Materials**
We are actively promoting the replacement of imported materials with domestic alternatives for beer pull-tabs and crown caps. This enhances supply chain security while improving risk resistance. Local procurement also significantly reduces logistics costs and transportation-related carbon emissions.

案例：金沙酒业红高粱种植基地：筑牢供应链安全，助力乡村振兴

**Case: Guizhou Jinsha's red sorghum planting base:
strengthening supply chain security and assisting rural revitalization**

为保障白酒原料供应链安全，本集团于二零二三年底启动红高粱专项种植计划，与金沙县政府合作建立独家原料供应基地。二零二四年，金沙酒业将高粱种植面积增至4万亩*，收购1万吨优质红高粱，惠及3000余户农户。从选种到田间管理，我们执行严格标准，限制农药使用，坚持采用天然、有机的优质酿酒原料。通过本地采购和从农田到酒杯的全程溯源监控，确保酱酒品质。除保障供应链稳定外，该项目更助力农户增收，展现了国有企业的社会责任担当。

In order to ensure the security of the baijiu raw material supply chain, the Group launched a red sorghum planting project at the end of 2023 and cooperated with the Jinsha County Government to establish an exclusive red sorghum planting base. In 2024, Guizhou Jinsha successfully expanded the planting area of 40,000 mu* of sorghum for baijiu use and completed the purchase of 10,000 tonnes of sorghum, covering more than 3,000 farmers. We set strict standards from seed selection to field management, limit the use of pesticides, and pursue natural, organic, and healthy distilling raw materials. Through localized procurement and end-to-end traceability monitoring from farmland to glass, we ensure the premium quality of sauce-aroma baijiu. In addition, the project also helps farmers increase their income and become rich, demonstrating the social responsibility of central enterprises.



* 亩，中国面积单位，约等于0.0667公顷
Mu, a Chinese unit of area, approx. 0.0667 hectares

案例：供应商星级实验室推广

Case: Supplier star-rated laboratory promotion

我们组织麦芽、糖浆、纸箱、易拉罐等11家重点物资供应商开展星级实验室建设，旨在规范和指导供应商建立实验室管理体系，提升供应商质量把关能力、充分发挥把关作用，对来料、半成品、产品质量开展控制，保证供应商到货物资质量受控。

We organize 11 key material suppliers such as malt, syrup, cartons, and cans to carry out the construction of star-rated laboratories, aiming to standardize and guide suppliers to establish laboratory management systems, improve suppliers' quality control capabilities, give full play to their control role, control the quality of incoming materials, semi-finished products, and products, and ensure that the quality of materials delivered by suppliers is controlled.

供应商赋能
Supplier empowerment

我们对供应商进行星级评定，共同设立战略合作协议、共享试验基地、共享数据库、沟通交流平台、战略伙伴关系等，构建与供应商合作的新模式。此外，组织专题会议推广行业新技术、新设备、新方法的及时应用，以及组织培训、对标、开展相互交流等活动帮助供应商进行问题攻关、技能提升。

We conduct star ratings on suppliers, jointly establish strategic cooperation agreements, shared test bases, shared databases, communication platforms, strategic partnerships, etc., to build a new model of cooperation with suppliers. In addition, special meetings are organized to promote the timely application of new technologies, new equipment, and new methods in the industry, and activities such as training, benchmarking, and mutual exchanges are organized to help suppliers tackle key problems and improve their skills.

合作共赢
Win-win cooperation

华润啤酒积极践行共享共创共发展的合作理念，努力构建持续、稳定的国产化供应渠道，通过与合作伙伴的积极交流与共享，展现中央企业对做大内循环的积极贡献。

CR Beer actively practices the cooperation concept of sharing, creation and development, strives to build a sustained and stable localized supply channel, and demonstrates the positive contribution of central enterprises to expanding internal circulation through active communication and sharing with partners.

案例：华润啤酒亮相第二届中国国际供应链促进博览会

Case: CR Beer debuted at the 2nd China International Supply Chain Promotion Expo

华润啤酒携旗下华润雪花啤酒及白酒品牌亮相健康生活链展区，协同宝钢包装、中粮麦芽等9家供应链伙伴，围绕原料创新与国产替代、绿色可持续、供应链上下游协同发展三大核心主题内容，全方位、多维度地展示了华润啤酒与合作伙伴携手共享、共创、共发展的丰硕成果。

CR Beer, along with its CRSB Beer and baijiu brands, appeared in the healthy life chain exhibition area, and collaborated with nine supply chain partners including Baosteel Packaging and COFCO Malt to focus on the three core themes of raw material innovation and domestic substitution, green sustainability, and coordinated development of upstream and downstream supply chains, to comprehensively and multi-dimensionally demonstrate the fruitful results of CR Beer and its partners to share, create, and develop together.



廉洁采购 Integrity Procurement

我们加强供应商管理工作廉政建设，推进反腐倡廉向纵深开展。正向传递供应商应知应遵禁止条令、工作纪律、规章制度等。增强供应商自我约束、廉洁从业、违规风险等意识。提高供应商管理透明度，体现公平、公开、公正。纯洁供应商管理队伍，维护公司利益，规避法律风险。

供应商需签署《阳光承诺》，承诺合规商业实践，禁止招待、索贿、受贿行为，向合作伙伴弘扬廉洁文化，营造廉洁工作氛围。

开展供应商审核时，采购人员和评审人员需签署《供应商认证廉洁守则承诺》，保证严格执行公司有关采购廉洁自律的规定。在对供应商进行现场认证时需进行廉洁宣讲，并要求供应商作《供应商承诺》宣读及盖章确认。

We have reinforced integrity building in supplier management, advancing anti-corruption initiatives to achieve deeper implementation. We proactively communicate prohibited acts, work discipline, and regulatory requirements that suppliers must know and comply with, and enhance suppliers' self-discipline, integrity in operations, and awareness of compliance risks, to improve transparency in supplier management to ensure fairness, openness, and impartiality, and thus maintaining a clean supplier management team to safeguard corporate interests and mitigate legal risks.

Suppliers must sign the "Sunshine Commitment," pledging compliant business practices, prohibiting entertainment, bribery solicitation, or acceptance, and promoting an ethical culture among partners.

During supplier audits, all procurement officers and evaluation personnel are required to sign the "Integrity Commitment for Supplier Certification," ensuring strict adherence to the Company's procurement integrity regulations. The integrity promotion must be conducted during supplier site certification, and suppliers must read and confirm the "Supplier Commitment."

我们的绩效： Our Performance:

- 责任采购比率100%
100% of responsible procurement
- 新认证供应商100%签署《阳光承诺》和《供应商承诺》；
100% of newly certified suppliers signed the "Sunshine Commitment" and "Supplier Commitment";
- 供应商现场认证人员100%签署《廉洁守则》；
100% of supplier site certification personnel signed the "Integrity Code";
- 采购管理流程100%由法律合规部严格审核；
100% of procurement management processes were strictly reviewed by the legal compliance department;
- 对集采物资及规模物资供应商的反贪污宣传覆盖率达到100%。
Achieved 100% anti-corruption coverage for centralized procurement and large-scale material suppliers.

协作降碳

Collaboration to reduce carbon emissions

华润啤酒积极推进产业链协同降碳，在上游包装材料领域取得显著成效，展现研发创新能力和行业引领作用。包括：

- 在易拉罐领域，同上游头部制罐商、铝材商合作，推动啤酒包装实现「can-to-can」循环，开发添加不同比例再生铝的易拉罐。
- 在玻璃瓶领域，与四家主要玻瓶供应商合作，研发投入1,800万元人民币，技术攻关降低瓶壁厚度、减轻瓶重和提高强度。
- 在塑料托盘领域，与供应商联合开发成本低、重量轻、使用废旧塑料再生改性的环保塑料托盘，减重约2-14%。
- 鼓励供应商采用绿电铝或再生铝，罐装啤酒碳足迹最高可下降50%。
- 二零二四年，本集团进口麦芽散装运输比率约为55%，预计共节约932万个包装袋，有效减少碳排放。

CR Beer actively promotes coordinated carbon reduction in the industrial chain and has achieved remarkable results in the field of upstream packaging materials, demonstrating its R&D innovation capabilities and industry leadership. include:

- In the field of cans, we cooperate with upstream leading can manufacturers and aluminum material manufacturers to promote the "can-to-can" cycle of beer packaging and develop cans with different proportions of recycled aluminum.
- In the field of glass bottles, we cooperated with four major glass bottle suppliers and invested RMB 18 million in R&D to tackle technical problems to reduce bottle wall thickness, reduce bottle weight and improve strength.
- In the field of plastic pallets, we work with suppliers to jointly develop low-cost, light-weight, environmentally friendly plastic pallets that are recycled and modified using waste plastics, reducing weight by about 2-14%.
- Encourage suppliers to use green aluminum or recycled aluminum, which can reduce the carbon footprint of canned beer products by up to 50%.
- In 2024, the Group's bulk transportation ratio of imported malt will be approximately 55%, and it is expected to save a total of 9.32 million packaging bags, effectively reducing carbon emissions.

展望未来

华润啤酒将深化供应链体系建设与ESG理念结合，培养兼具品类技术能力和ESG专业知识的采购团队，提升创新能力，加强供应商可持续发展评估与赋能，以赋能激励、核算追踪、目标制定和资源对接为手段，引领中国酒类产业价值链的绿色转型。

OUTLOOK

CR Beer will deepen the integration of ESG principles into our supply chain system by developing procurement teams with both category expertise and ESG specialization. We are enhancing innovation capabilities while strengthening supplier sustainability assessments and capacity building. Through a comprehensive approach encompassing capability empowerment, performance incentives, data tracking, target setting, and resource alignment, we are leading the green transformation of China's alcoholic beverage industry value chain.

4

每一次绿色酿造，每一步「碳」寻未来 EVERY BREW GREENS THE FUTURE, EVERY STEP A LOW-CARBON QUEST

华润啤酒秉持「绿色低碳发展，守护绿水青山」的理念，将可持续发展深度融入运营管理。我们严格遵循国家政策法规，通过建立健全的环境管理体系，完善相关政策，并执行有效的环境管理及监督机制，全力减少能源消耗、碳排放与环境影响。以「酿造美好生活」为使命，我们「碳」寻未来，向绿而行。

Guided by "Green Development, Eco-Stewardship" principle, CR Beer has deeply embedded sustainability across our operations. In strict compliance with national regulations, we implement comprehensive environmental management systems—establishing sound policies, effective oversight mechanisms, and continuous improvement processes—to minimize energy use, carbon emissions, and ecological impact. True to our "Brewing a Better Life" mission, we are actively pursuing low-carbon innovation and driving company's green transformation forward.

本章节所回应的UNSDGs：
UNSDGs responded in this chapter:



清洁饮水和卫生设施



经济适用的清洁能源



负责任的消费和生产



气候行动



水下生物



陆地生物

本章所回应的ESG重要性议题：
Material ESG issues
responded in this chapter:

- 环境合规
Environmental Compliance
- 水资源及废水管理
Water & Wastewater Management
- 危险废物和无害废物管理
Waste & Hazardous Materials Management
- 能源管理
Energy Management
- 绿色包装
Green Packaging
- 减轻或适应气候变化
Mitigating or Adapting to Climate Change
- 温室气体排放
GHG Emissions

本章所涉及的联交所ESG指标：
ESG indicators of the Stock Exchange
covered in this chapter:

- A1排放物
A1 Emission
- A2资源使用
A2 Use of Resources
- A3环境及天然资源
A3 The Environment and Natural Resources
- A4气候变化
A4 Climate Change

本章所涉及的GRI指标：
GRI indicators covered in this chapter:

GRI302；GRI303；GRI304；GRI305；GRI306

碳足迹与能源管理

CARBON FOOTPRINT AND ENERGY MANAGEMENT

联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位 Unit	2025 目标 Target	2024	2023	2022
 经济适用的 清洁能源	使用更多可再生能源， 提升能源管理效率 Increase in renewable energy and energy management efficiency	单位综合能耗密度 Energy consumption intensity per unit	1,000 千瓦时/ 千升产量 1,000 kWh/ kilolitre output	0.155	0.1639	0.1708	0.1584
		屋顶光伏工厂数目 Number of rooftop photovoltaic factory	个 plant	22	7	4	2
		屋顶光伏总装机 Total installed capacity of rooftop photovoltaic	兆瓦 MW	96.5	37.7	22.5	10
		使用可再生能源占总用 电量之比 The proportion of renewable energy electricity consumption to total electricity consumption	%	50%	41.4%	12.38%	1.29%
 气候行动	科学评估与全方位 应对气候变化风险 Scientific assessment and comprehensive response to climate change risk	温室气体排放总量 (范围1+2) Total green-house gas emission (Scope 1+2)	千吨 二氧化碳当量 1,000 tonnes of CO ₂ e	825	731	806	850
		单位产品温室气体排放密度 (范围1+2) Greenhouse gas emissions intensity per unit (Scope 1+2)	吨二氧化碳当 量/千升产量 Tonnes of CO ₂ e/ kilolitre output	0.075	0.066	0.074	0.075
		「碳中和」工厂 “carbon-neutral” factories	座 plant	3	2	0	0
	创建「绿色工厂」 Construction of Green Plant	国家级「绿色工厂」创建数目 Number of National Green Plants built	座 plant	≥15	11	5	1
		省级「绿色工厂」创建数目* Number of Provincial Green Plants built*	座 plant	≥30	23	9	3

* 本集团绿色工厂建设严格遵循工信部《绿色工厂梯度培育及管理暂行办法》要求，设定的省级目标(30家)已包含国家级目标(15家)。

* The construction of the Group's green plants strictly follows the requirements of the Ministry of Industry and Information Technology's "Interim Measures for the Gradient Cultivation and Management of Green Plants", and the set provincial-level target (30 plants) already includes the national-level target (15 plants).

本集团EHS委员会直接负责华润啤酒的环境保护、碳管理工作，由董事会主席担任委员会主席并直接领导，成员包括执行董事及各职能部门负责人，全面覆盖公司各个层级。EHS部门牵头下协调生产中心及下属单位，依据本集团总体碳排放密度的年度计划，制定年度考核目标。碳排放管理相关考核指标已与管理层薪酬挂钩，生产体系全员考核机制确保环境与碳管理责任贯穿企业所有层级，推动环境保护和碳排放目标的全面落实。

The EHS Committee of the Group is directly responsible for the environmental protection and carbon management of CR Beer and is under the direct leadership of the Chairman of the Board who serves as the chairman of the committee. The EHS Committee comprises Executive Directors and leaders from respective functional departments, fully covering all levels of the Group. Under the leadership of the EHS department, it coordinates the Production Center and subordinate units to formulate annual assessment targets based on the Company's overall carbon emission intensity annual plan. The assessment indicators related to carbon management have been linked to the compensation of the management, and full assessment mechanism for production systems ensures that environmental and carbon management responsibilities are undertaken by all levels with the Company, promoting the full achievement of environmental protection and carbon emission targets.

我们重视环境管理体系认证工作，并视其为提升内部环境管理水平、驱动企业可持续发展的重要依托，积极推动 ISO 14001 环境管理体系和 ISO 50001 能源管理体系建设和认证工作。

We attach great importance to environmental management systems certification, and actively promote the establishment and certification of ISO 14001 Environment Management System and ISO 50001 Energy Management System.

我们以「能效领航」为核心理念，将能源管理与「双碳」目标紧密结合，构建覆盖全生命周期的能源优化体系。

With "led by energy efficiency" as its core philosophy, we closely combine energy management with the target of "carbon neutrality and carbon peak" to establish energy optimization systems that cover the whole lifetime.

我们严格遵循国家环保政策法规要求已订立完善的环境保护管理制度体系，包括但不限于以下：

We strictly follow the national environmental protection policies and regulations and have established a complete environmental protection management system, including but not limited to, the following:

- 《华润啤酒生态环境保护监督管理办法》
"CR Beer Measures for Supervision and Management of Ecological Environmental Protection"
- 《华润啤酒突发环境事件应急预案》
"CR Beer Emergency Response Plans for Environmental Emergencies"
- 《华润啤酒绿色工厂建设工作指引》
"CR Beer Guidance for Green Plant Construction"
- 《华润啤酒碳排放管理办法》
"CR Beer Measures for Management of Carbon Emission"
- 《华润啤酒碳达峰行动方案》
"CR Beer Action Scheme for Carbon Peak"
- 《华润啤酒环境监测管理办法》
"CR Beer Measures for Management of Environmental Monitoring"
- 《华润啤酒大气污染防治管理办法》
"CR Beer Measures for Management of Air Pollution Prevention and Control"
- 《华润啤酒EHS事故事件管理办法》
"CR Beer Measures for Management of EHS Accidents and Incidents"

我们坚持优化能源结构，优先提高能源利用效率，减少对不可再生能源的依赖，积极推动能源结构转型，增加可再生能源的使用比例。此外，我们持续优化工艺，应用节能技术，加强余热循环利用，落实对标管理，建设低碳零碳工厂和绿色工厂等，有效降低单位产品的能源消耗与碳排放密度，系统性降低生产运营碳足迹。

- 构建自上而下的碳管理组织体系：华润啤酒成立碳中和工作专班，推动双碳工作。明确各单位EHS部为碳排放管理归口部门，统筹碳排放管理工作。
- 制定发布《华润啤酒碳达峰行动方案》：明确两阶段制定了降碳目标，从八个方面提出了二十五项降碳举措，并按季度跟踪执行情况。截至二零二四年，已超额完成行动方案阶段目标，整体举措完成率超70%。

We optimize the energy structure, improve efficiency, reduce non-renewable energy reliance, and boost renewable energy use. In addition, we continue to optimize processes, apply energy-saving technologies, increase recycling of waste heat, and implement benchmarking management as well as constructing low-carbon and zero-carbon plants and green plants, effectively reducing energy consumption and carbon emission intensity per unit of product and systematically decreasing carbon footprint of manufacturing and operation.

- Establish a top-down carbon management organizational system: CR Beer has established a special task force for carbon neutrality to promote dual-carbon work. It is clearly defined that the EHS departments of units at all levels are the departments in charge of carbon emission management, coordinating the work of carbon emission management.
- Formulate and release the "CR Beer's Action Plan on Carbon Peak": Clear carbon reduction targets have been set in two stages, and twenty-five carbon reduction measures have been proposed from eight aspects, and the implementation status is tracked quarterly. As of 2024, the phased targets of the action plan have been exceeded, and the overall completion rate of the measures has exceeded 70%.

我们的绩效
Our performance

- 环保总投入：**5,992**万元人民币
Total investment in environmental protection:
RMB**59,920,000**
- 节能减排总投入：**379**万元人民币
Total investment in energy conservation and
emission reduction: RMB**3,790,000**
- 2**家「碳中和工厂」取得认证
2 "Carbon Neutral Factories" with certification
- 清洁生产审核：**
Clean production review:
+5家审核，共**32**家审核通过
+5 plants qualified, totaling **32** plants qualified

- ISO 14001** 环境管理体系认证：
Environmental Management System
Certification:
+13家新认证，共**44**家认证
+13 plants newly certified, totaling **44** plants
certified
- ISO 50001** 能源管理体系：
Energy Management System:
+18家新认证，共**30**家认证
+18 plants newly certified, totaling **30** plants
certified

- 建立内部碳排放核算模型和信息化系统：可实现基层工厂碳排放基础数据系统填报，确保数据真实、完整、准确。
- 建立碳管理考核和奖励激励机制：华润啤酒将碳排放密度指标纳入各单位绩效考核指标体系，定期开展评价。对首次获评碳中和工厂及国家级/省级绿色工厂的单位实施专项奖励，相关建设费用不计入生产成本考核，同步建立组织与个人多维激励体系。
- 成立碳中和研发中心，开展「双碳」领域研发项目，至今新增实施研发创新项目11项，投入资金419.9万元人民币。
- 规范绿色工厂建设的全过程管理，重点围绕绿色设计、绿色采购、绿色生产、绿色物流、绿色回收和绿色服务等关键环节，推动生产工厂的持续优化。
- 积极引入专业机构开展预评价和第三方评估，并通过技术创新和系统优化，确保绿色工厂绩效指标符合国家和行业标准。
- Establish an internal carbon emission accounting model and information system: It enables the basic data of carbon emissions of grassroots factories to be filled in the system, ensuring the authenticity, integrity and accuracy of the data.
- Establish a carbon management assessment and reward incentive mechanism: CR Beer incorporates the carbon emission intensity index into the performance assessment index system of units at all levels and conducts regular evaluations. Special bonuses will be awarded to units achieving first-time certification as carbon-neutral factories or national/provincial green plants, with associated construction costs excluded from production cost assessments, while establishing a multidimensional incentive system covering both organizational and individual levels.
- Establish a carbon neutral research and development center, CR Beer carried out research and development projects in the "dual-carbon" field. Up to now, 11 new research and development innovation projects have been implemented, with an investment of RMB4.199 million.
- We standardize the whole-process management of green factory construction, with a focus on key links such as green design, green procurement, green production, green logistics, green recycling, and green services, thereby promoting the continuous optimization of production factories.
- We actively introduce professional institutions to carry out pre-evaluation and third-party evaluation, and ensure that green factory performance indicators comply with national and industry standards through technological innovation and system optimization.

碳中和工厂
Carbon neutral factories

- 华润啤酒成立生产工厂碳中和工作专班，以总部统筹、梯次推进、示范引领、创新驱动为基本原则，全面有序推进华润啤酒碳中和工作。
CR Beer has established a special task force for carbon neutrality work in production factories. Guided by the basic principles of overall planning by the headquarters, step-by-step promotion, demonstration leadership, and innovation-driven development, CR Beer comprehensively promoted its carbon neutrality work in an orderly manner.
- 本集团在二零二四年内建设2家「碳中和工厂」并取得认证。我们已设立目标，要求二零二五年内完成建设第三家「碳中和工厂」。
The Group has built 2 “carbon neutral factories” and obtained certifications in 2024. We have also set a goal to build 1 new “carbon neutral factory” by 2025, achieving a total of 3 “carbon neutral factories”.

凉山工厂
Liangshan Factory



2024.1

2024.1

2024.2

2024.4

成立
碳中和研发中心
试点调研
Carried out research
on setting up
carbon neutral
R&D center pilot

制定
三家试点工厂
碳中和方案
Developed carbon
neutral plans for
three pilot factories

试点工厂
组织实施
减排计划
The pilot factories
organized and
implemented emission
reduction plans

成立
碳中和工厂
建设工作专班
Set a dedicated
task force for
carbon neutral
factory construction

绿色工厂
Green Plants

- 二零二四年，本集团新增17家工厂获得「绿色工厂」称号（其中国家级6家、省级11家）。截至二零二四年底，本集团现有11家国家级「绿色工厂」和12家省级「绿色工厂」。
In 2024, a total of 17 plants of the Group were newly awarded the “Green Plant” title (6 national-level + 11 provincial-level) in 2024. By the end of year 2024, we maintained 11 national “Green Plant” and 12 provincial “Green Plant”.
- 我们已设立目标，要求到二零二五年前创建15家国家级「绿色工厂」和30家「绿色工厂」，并实现市级「绿色工厂」100%覆盖，形成阶梯式发展路径。
We have set a goal to build and certify 15 national “Green Plants” and 30 provincial “Green Plants” by 2025, with 100% coverage of municipal “Green Plant” to form a stepped development path.

蚌埠工厂
Bengbu Factory



华润啤酒环境数据管理流程

Environmental Data Management Process of CR Beer

第一步：制定标准

制定污染物排放检测标准，为工厂配备在线监测系统，每日开展监测并实时共享数据至当地监管平台。

Step 1: Formulation of standards

Set pollutant emission detection standards, equip factories with online monitoring systems, conduct daily monitoring, and share data in real-time to the local regulatory platform.

第二步：环境数据直报系统

搭建覆盖工厂至总部的环境数据直报系统，通过部门、工厂、区域公司和总部的四级审核流程，确保数据准确性与完整性，为环境管理决策提供支持。

Step 2: system for direct reporting of environmental data

Establish a system for direct reporting of environmental data that covers factories and reaches the headquarters. Through a four-level review process involving departments, factories, regional companies, and the headquarters, ensure the accuracy and integrity of the data, providing support for environmental management decision-making.

第三步：第三方检测

定期委托第三方机构进行专项检测，公开环境绩效，实现透明化管理。

Step 3: third-party tests

Regularly entrust third-party institutions to conduct special tests, disclose environmental performance, and achieve transparent management.

第四步：现场检查

定期组织工厂现场检查，针对内部监测数据、在线监测数据、第三方检测结果及向政府报送的数据，全面核实数据的真实性、一致性和完整性。

Step 4: On-site checks

Regularly organize on-site inspections of factories. For internal monitoring data, online monitoring data, the results of third-party testing, and data submitted to the government, comprehensively verify the authenticity, consistency and integrity of the data.

资源节约和高效利用

Resource conservation and efficient utilization

提升能效 Improving energy consumption

- 能源解码，细致测算能耗理论值，定位优化空间；
- 一级二级工厂实施全厂热能平衡综合利用规划布局；
- 传动装置全部按一级能效配置。
- energy decoding, which is to meticulously calculate the theoretical values of energy consumption, and identify the space for optimization;
- implement the comprehensive utilization planning and layout of the thermal energy balance for the whole plant in Grade-I and Grade-II factories;
- all transmission devices are configured according to the first-level energy efficiency standard.

- 淘汰双高设备，已基本完成全部工厂高耗能设备汰换工作；
- 节能投入资金**379.45**万元，新增达到节能水平（能效2级）及以上的高效节能电机数量**1,071**台，高效节能电机占比达到**58%**。
- phase out high-energy-consuming and high-polluting equipment. The replacement of high-energy-consuming equipment in all factories has basically been completed.
- with an investment of RMB**3,794,500** in energy conservation, the number of newly added high-efficiency and energy-saving motors that meet the energy-saving level (Grade 2 energy efficiency) or above has reached **1,071**, and the proportion of high-efficiency energy-saving motors has reached **58%**.

设备升级 Equipment upgrade

工艺优化 Process optimization

- 通过蒸汽解码、电耗解码、二氧化碳回收利用、提升沼气产蒸汽、高效制冷和热能回收及综合利用等项目，持续推进能耗改善。
- continuously promote the improvement of energy consumption through projects such as steam decoding, power consumption decoding, carbon dioxide recycling and utilization, enhancing biogas production for steam generation, high-efficiency refrigeration, and heat energy recovery and comprehensive utilization.

- 规范二氧化碳外购标准，促进回收和使用的平衡，实现零外购二氧化碳。
- 年均可减少二氧化碳采购量约**5.8**万吨。
- standardize the external procurement standards for carbon dioxide, promote the balance between recycling and utilization, and achieve zero external procurement of carbon dioxide.
- can reduce the annual average carbon dioxide procurement volume by approximately **58,000** tonnes.

二氧化碳回收利用 Carbon dioxide recycling and utilization

CIP常温清洗 CIP normal temperature cleaning

- 酿造CIP冷清洗技术，**90%**以上工厂配置；年度折算减少碳排放量约**1,950**吨。
- employ the cold cleaning technology for brewing CIP, with more than **90%** of the factories equipped with it, which can reduce the carbon emissions by approximately **1,950** tonnes annually when converted.

- 二零二四年，我们持续推进智能化工厂升级工程，推动能源智能管理系统上线运行，实时采集与智能分析关键能耗数据，预计二零二六年实现全部工厂智能化能源管理全覆盖。
- In 2024, we continued to promote the upgrading project of intelligent factories, and facilitated the online operation of the intelligent energy management system. This system can collect key energy consumption data in real time and conduct intelligent analysis. It is expected that the intelligent energy management will cover all factories by 2026.

智能化能源 管理体系 Intelligent Energy Management System

本集团自二零二一年起已全面实现燃煤零消耗，致力降低汽油、柴油、天然气等不可再生的天然资源的使用消耗。我们积极采购可再生电力，提升清洁能源、可再生能源使用比例，以减少碳排放。

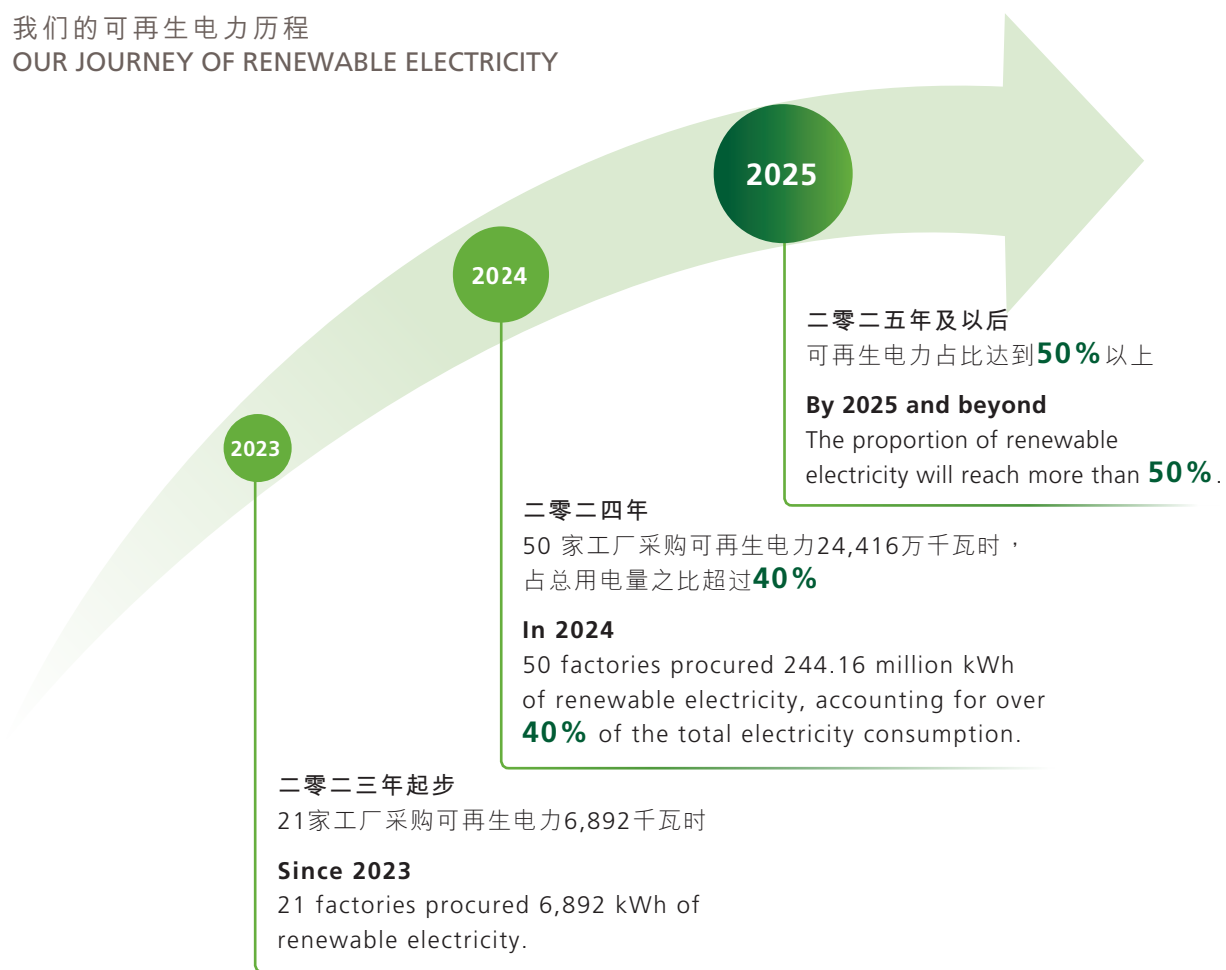
Since 2021, the Group has completely achieved zero consumption of coal, and is committed to reducing the consumption of non-renewable natural resources such as gasoline, diesel, and natural gas. We actively purchase renewable electricity and increase the proportion of clean and renewable energy usage to reduce carbon emission.

可再生电力 Renewable electricity

我们正在有序推进风电、水电、太阳能发电、核电等可再生电力的中长期战略采购，因地制宜地调整采购比例。

We are steadily advancing the medium- and long-term strategic procurement of renewable electricity sources such as wind power, hydropower, solar power, and nuclear power, and adjusting the procurement proportions in accordance with local conditions.

我们的可再生电力历程 OUR JOURNEY OF RENEWABLE ELECTRICITY



可再生电力 – 光伏发电

Renewable electricity – photovoltaic power ("PV") generation

二零二四年，我们成功新增3家工厂投入使用厂区光伏发电。

In 2024, we successfully promoted the commissioning of on-site photovoltaic power generation in 3 more Plants.

截至二零二四年底，共有7家工厂投入使用厂区光伏发电，总装机容量37.7兆瓦。

By the end of 2024, a total of 7 plants were utilizing on-site PV power generation, with a total installed capacity of 37.7 MW.

全年光伏自发自用电量达到2,289.6万千瓦时，光伏发电用电量占总可再生电力的使用比例达到9.38%。

The annual self-generated and self-consumed electricity from PV reached 22,896,000 kWh, and the proportion of PV electricity use in total renewable electricity use reached 9.38%.



我们已设立目标，争取在二零二六年前在23家工厂投用光伏发电，总装机容量达99.7兆瓦。

We have set a target to implement photovoltaic power generation across 23 plants by 2026, with a total installed capacity reaching 99.7 megawatts.

可再生电力－绿电外采
Renewable electricity – Procurement of green electricity

二零二四年，旗下共有50家工厂通过采购绿电代替传统火电。全年绿电采购量22,126.0万千瓦时，占总用电量的37.5%（二零二三年同期：12%），超前完成《碳达峰行动方案》二零二五年既定目标。
In 2024, a total of 50 factories under the Group replaced traditional thermal power with purchased green electricity. The annual procurement volume of green electricity reached 221.26 million kWh, accounting for 37.5% of the total electricity consumption (compared with 12% in the same period of 2023), surpassing the established target in the Carbon Peak Action Plan for 2025.

其中：
Among them:

- 凉山、武汉、沈阳、蚌埠、河北、黔南和温州共7家工厂年度累计使用绿电超过1,000万千瓦时；
A total of 7 plants in Liangshan, Wuhan, Shenyang, Bengbu, Hebei, Qiannan and Wenzhou have cumulatively used more than 10 million kWh of green electricity annually;
- 武汉、广西、凉山、温州和烟台共5家工厂使用绿电的比例超过80%以上；
A total of 5 plants in Wuhan, Guangxi, Liangshan, Wenzhou and Yantai have a proportion of green electricity usage exceeding 80%;
- 武汉工厂使用可再生电力的比例高达92.9%。
The proportion of new energy electricity usage in the Wuhan factory is as high as 92.9%.
- 持有绿证的绿电采购量达11,529.0万千瓦时，占总用电量的19.5%。
The purchase volume of green electricity with green certificates reached 115.29 million kWh, accounting for 19.5% of the total electricity consumption.



二零二四年，我们因光伏发电、绿色电力采购累计使用可再生电力24,416万千瓦时，成功减少碳排放量13.5万吨。其中，光伏发电减碳1.3万吨，绿电外采减碳12.2万吨。

In 2024, due to photovoltaic power generation and the procurement of green electricity, we cumulatively used 244.16 million kWh of renewable electricity, successfully reducing carbon emissions by 135,000 tonnes. Among them, photovoltaic power generation reduced carbon emissions by 13,000 tonnes, and the procurement of green electricity from external sources reduced carbon emissions by 122,000 tonnes.

我们已更新目标，要求到二零二五年前，使用可再生电力占总用电量之比需达到50%以上，全力推动绿色低碳发展。

We will continue advancing green and low-carbon development by setting new targets, aiming to increase renewable electricity usage to over 50% of total electricity consumption by 2025, while fully committing to sustainable growth initiatives.

沼气热能回收利用

Biogas thermal energy recycling

通过分析自身运营的碳排放数据，我们识别到外购蒸汽产生的碳排放量最高。占碳排放总量的 44%。因此，本集团鼓励生产工厂配置和使用沼气锅炉，回收污水厌氧沼气产生蒸汽后，用于酿造生产。此举不仅有效减少温室气体排放，还显著降低外购蒸汽，减少环境污染和能源消耗。

By analyzing our operational carbon emission data, we identified that imported steam accounts for the largest proportion of emissions, constituting 44% of total carbon emissions. In response, the Group encourages production plants to install and utilize biogas boilers, which recover biogas generated from anaerobic wastewater treatment to produce steam for brewing operations. This initiative not only effectively reduces greenhouse gas emissions but also significantly cuts reliance on purchased steam, thereby lowering environmental pollution and energy consumption.

二零二四年，本集团共有36间工厂配置沼气锅炉，回收沼气达到1,606万立方米，产生蒸汽15.2万吨，节约蒸汽采购成本约3,880万元人民币，减少碳排放量12.5万吨。

In 2024, the Group had 36 factories equipped with biogas boilers, recovering 16.06 million cubic meters of biogas and generating 152,000 tonnes of steam. This initiative saved approximately RMB38.8 million in steam procurement costs while reducing carbon emissions by 125,000 tonnes.

研发创新：

R&D innovation:

- 联合中山大学开展“啤酒废酵母添加对厌氧系统沼气产出率影响”的研究项目，提升污水沼气产率。
In collaboration with Sun Yat-sen University, we launched a research project titled “The Influence of Adding Beer Spent Yeast on the Biogas Yield Rate of the Anaerobic System” to enhance the biogas yield rate of wastewater treatment.
- 积极探索电锅炉、生物质锅炉等绿色低碳技术的应用。
We are exploring the application of green and low-carbon technologies such as electric boilers and biomass boilers in breweries.

电瓶叉车替换柴油叉车项目

Project of replacing diesel forklifts with electric forklifts

二零二四年，我们加速推进园区内叉车的电动化升级，宜昌、乐山、内江等工厂率先完成电动叉车对柴油叉车的全面替代。得益于此，全年柴油消耗量继续下降76.2%。

In 2024, we accelerated the electrification upgrade of forklifts within our industrial parks, with factories in Yichang, Leshan, and Neijiang taking the lead in completing the full replacement of diesel forklifts with electric ones. As a result, diesel consumption continued to decline by 76.2% throughout the year.

截至二零二四年底，仅余3家工厂自有油车。我们已设立时间表，要求二零三零年前所有工厂全面完成电动叉车的配置，实现零柴油叉车，助力绿色低碳发展。

By the end of 2024, only three factories still own diesel-powered forklifts. We have established a timeline requiring all factories to fully equipped electric forklifts by 2030, achieving zero diesel-powered forklifts and contributing to green and low-carbon development.

过去三年，本集团可再生能源来源的直接能源消耗量增长超过30%。通过优化能源结构和提升能源利用效率，我们在二零二四年实现了碳排放总量的显著下降，与二零二三年相比下降了9.3%，在碳排放减少方面取得积极进展。

Over the past three years, the direct energy consumption from renewable energy sources within the Group has increased by more than 30%. By optimizing our energy structure and improving energy efficiency, we achieved a significant reduction in total carbon emissions in 2024, with a decrease of 9.3% compared to 2023, marking positive progress in carbon emission reduction.

能源使用数据 Energy consumption data	单位 Unit	2024*	2023	2022
单位综合能耗密度 Consolidated energy consumption intensity per unit	1,000千瓦时／ 千升产量 1,000 kWh/ kilolitre output	0.1639	0.1708	0.1584
总能源消耗量 Total Energy Consumption	1,000千瓦时 1,000 kWh	1,820,297	1,848,696	1,804,685
直接能源消耗量-非可再生能源来源 Direct Energy Consumption – Non-renewable energy sources	1,000千瓦时 1,000 kWh	310,805	358,313	410,293
直接能源消耗量-可再生能源来源 Direct Energy Consumption – Renewable energy sources	1,000千瓦时 1,000 kWh	/	8,466	7,318
间接能源消耗量-外购电力 Indirect Energy Consumption – Electricity purchased	1,000千瓦时 1,000 kWh	578,013	551,235	565,551
间接能源消耗量-外购蒸汽 Indirect Energy Consumption – Imported steam	1,000千瓦时 1,000 kWh	931,479	930,683	821,523

* 自二零二四年起，工厂屋顶光伏发电由「自发自用」调整为「协议采购」，其能源消耗类别相应从「直接能源消耗量-可再生能源来源」调整为「间接能源消耗量-外购电力」。

* Starting from 2024, the rooftop photovoltaic power generation has been shifted from “self-generation and self-consumption” to “contractual procurement,” with its energy consumption category accordingly reclassified from “Direct Energy Consumption – Renewable energy sources” to “Indirect Energy Consumption – Electricity purchased”.

大气污染物管理

我们废气排放物主要来自啤酒生产过程中提供热能时的燃料燃烧。我们建立并实施了全面的大气污染物排放管理体系，实施分级管理、源头控制、清洁生产以及有组织与无组织废气治理等措施，有效减少污染物排放。

我们推广使用天然气锅炉和光伏发电，降低粉尘和挥发性有机物(VOCs)排放。我们严格落实扬尘治理措施，强化监测数据管理，确保治理设施高效、稳定运行。

二零二四年，本集团新增物挥发性有机物(VOCs)排放量和颗粒物(PM)排放量的统计与披露，加强大气污染物的精细化管理。

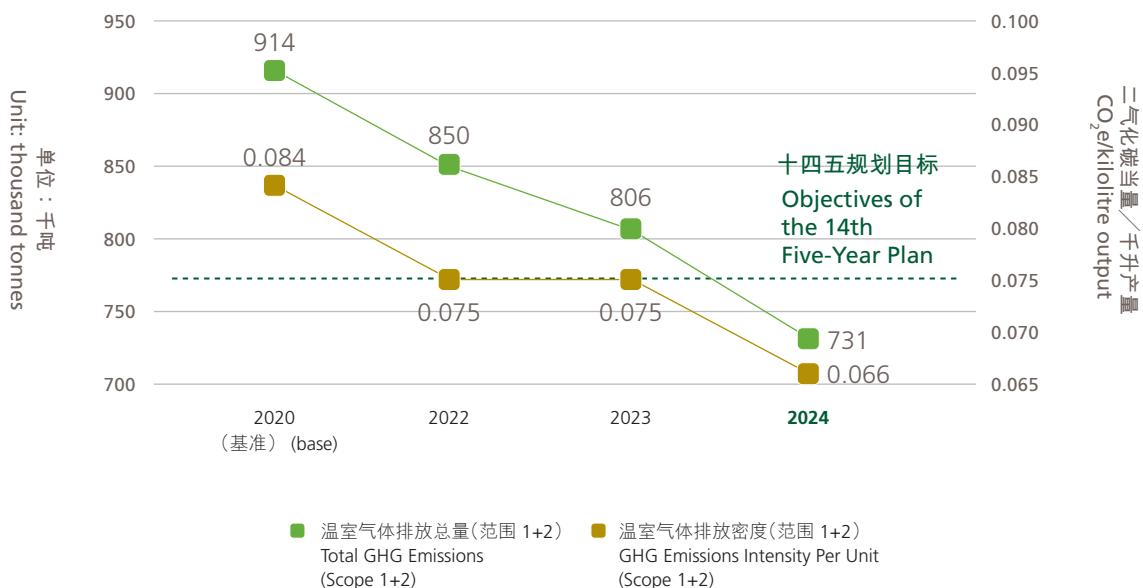
Air Pollutant Management

Our exhaust emissions mainly come from the fuel combustion when providing thermal energy during the beer production process. We have established and implemented a comprehensive management system for air pollutant emissions, which includes hierarchical management, source control, clean production, and the treatment of both organized and unorganized exhaust gases, effectively reducing pollutant emissions.

We promote the use of natural gas boilers and photovoltaic power generation to reduce dust and volatile organic compound (VOCs) emissions. We strictly implement dust control measures and strengthen monitoring data management to ensure that treatment facilities operate efficiently and stably.

In 2024, the Group included the statistics and disclosure of volatile organic compounds (VOCs) emissions and particulate matter (PM) emissions of atmospheric pollutants, enhancing the refined management of atmospheric pollutants.

过往年份自身营运的温室气体排放量及排放密度（范围1+2）
Greenhouse gas emissions and emission intensity of self-owned operations in previous years (Scope 1+2)

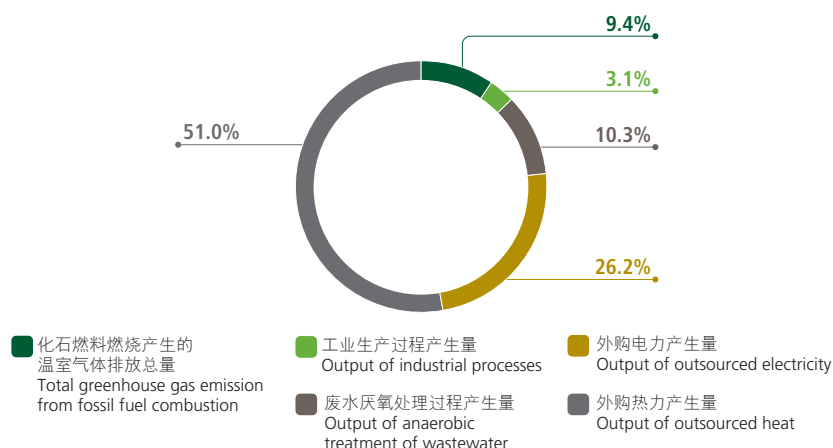


我们的碳排放

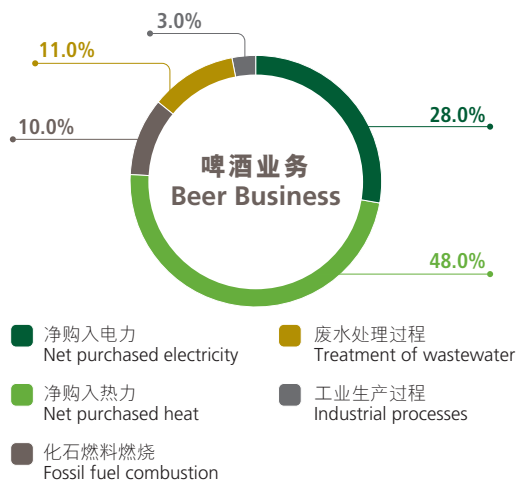
OUR GHG EMISSIONS

二零二四年度
2024

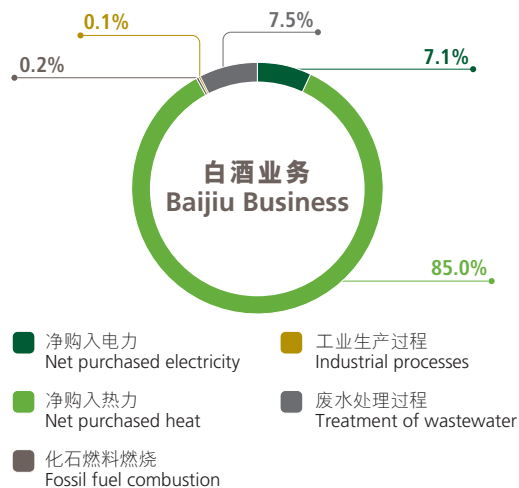
各类温室气体排放占比（范围1+2）
Percentage of greenhouse gas emissions
by type (Scope 1+2)



碳排放源统计示意图
Statistical diagram of
carbon emission sources



碳排放源统计示意图
Statistical diagram of
carbon emission sources



水资源保护

WATER RESOURCES PROTECTION

联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位 Unit	2025年 目标 2025 Target	2024	2023	2022
	节约水资源 Save water resources	啤酒业务用新水量 Fresh water consumption of beer business	千立方米 1,000 cubic metres	31,722	31,662	29,970	30,923
		单位啤酒产品水耗 Water consumption intensity per unit of beer business	立方米/ 每千升产量 Cubic metres/ kilolitre output	2.79	2.86	2.77	2.72
	杜绝水污染违法事 件 Prevent water pollution incident	污水排放总量 Total sewage discharge	吨 Tonnes	20,352,300	21,685,607	19,719,807	18,901,871
		水污染意外超标排放事故 Accidental Over-discharge of Polluted Water	起 Incidents	0	0	0	1

我们的制度及标准包括但不限于以下政策：
Our system and standards include but are not limited to the following policies:

- 《华润雪花啤酒生产用水技术规范》
“CRSB Technical Specifications for Water Use in the Production”
- 《华润啤酒排污(水)许可管理办法》
“CR Beer Measures for Management of Permitting of Pollutant (Sewage) Discharges”
- 《华润啤酒水污染防治管理办法》
“CR Beer Management Measures for Water Pollution Prevention and Control”
- 《华润酒业排污(水)许可管理办法》
“CRWH Measures for Management of Permitting of Pollutant (Sewage) Discharges”
- 《华润酒业水污染防治管理办法》
“CRWH Management Measures for Water Pollution Prevention and Control”
- 《污水处理工艺管控标准》
“Sewage Treatment Process Control Standards”



候孝海董事长深入昌都工厂污水处理一线调研
Chairman Mr. Hou Xiaohai Inspects Wastewater Treatment Operations at Changdu Plant

我们致力于水资源的高效管理和循环利用，依据国家标准制定一系列政策，通过精益生产和设备改造等措施，减少水耗量，提高用水效率。

同时，我们高度重视水污染防治合规管理，严格落实环保要求，通过完善污水处理设施、持续监测管控，我们实现污水排放全面达标，确保废水排放符合行业及国家标准。

公司总裁和副总裁负责监督相关部门，确保水资源的高效利用和污水管理的合规性。经过组织架构的逐步调整，本集团水资源管理战略与绩效已明确由总部生产中心直接负责及统筹，并定期向公司总裁和副总裁汇报成果。

We are committed to the efficient management and recycling of water resources, formulating a series of policies based on national standards, and reducing water consumption and improving water efficiency through measures such as lean production and equipment transformation.

At the same time, we attach great importance to water pollution prevention and compliance management and strictly implement environmental protection requirements. By improving sewage treatment facilities and continuous monitoring and control, we have achieved full compliance with wastewater discharge standards and ensured that wastewater discharge complies with industry and national standards.

The Group's President and Vice Presidents oversee relevant departments to ensure the efficient utilization of water resources and compliance in wastewater management. Following a phased organizational restructuring, the Group's water resource management strategy and performance are now centrally overseen and managed by the Headquarters Production Center, which holds direct responsibility for implementation and submits regular progress reports to the President and Vice President.

水资源管理

Water Resources Management

绿色工厂节水管理

Green factory water saving management

根据《华润啤酒绿色工厂建设方案(2023-2025)》，将用水管理列为关键环节，要求旗下工厂严格遵守国家及地方相关法规，依据《节水型企业评价导则》开展节水评价，确保满足取水定额的行业标准，并制定节水措施。

二零二四年，广州工厂获评国家级「水效领跑者」；

二零二三年，武汉工厂获评国家级「水效领跑者」，有效期三年。

Under the CR Beer Green Factory Construction Plan (2023-2025), water management has been identified as a key component, mandating all affiliated plants to strictly comply with national and local regulations, conduct water conservation evaluations in accordance with the Guidelines for Water-Efficient Enterprise Evaluation, ensure alignment with industry standards for water intake quotas, and develop targeted water-saving measures.

In 2024, the Guangzhou plant was recognized as a National Water Efficiency Leader;

In 2023, the Wuhan plant was recognized as a National Water Efficiency Leader, valid for a three-year period.

节水科技创新

Water-saving science and technology innovation

我们持续推进节水技术研究和应用，在二零零零年代成功自研单端洗瓶间歇喷淋技术，为全球行业首家，大幅降低耗水量并提升用水效率。

我们制定水耗目标，定期发布水耗报告，践行比拚文化，推进最佳实践，持续进步。其它节水措施包括但不限于：

We are continuously advancing research and application of water-saving technologies. In the 2000s, we pioneered the single-end bottle washing intermittent spray technology—a global industry first—significantly reducing water consumption and enhancing water-use efficiency.

We establish water consumption targets, publish regular water usage reports, foster a performance benchmarking culture, and promote best practices to drive sustained progress. Additional water conservation measures include:

精益生产减少CIP清洗水耗

Lean production is used to reduce the consumption of CIP cleaning

对包装耗水设备（如洗瓶机、杀菌机）进行水平衡／热平衡改造

Implementing transformation of water/thermal balance for major water consuming equipment used in the packaging process (i.e. bottle washing machine, sterilizer)

回收利用糖化二次蒸汽

Recycling steam in the saccharification process

北方冬季采用风冷制冷以减少冷却水耗

Air cooling in winter in the north to reduce cooling water consumption

利用冷凝水进行包装主机热交换

Utilizing condensed water for heat exchange of packaging machines

水资源循环利用

Water resources recycling

我们在确保工艺和产品质量的前提下，大力推行水资源循环利用。循环水经处理后用于辅助工序，不进入酿酒环节，保证食品安全底线。

二零二四年，本集团循环水使用总量达到39,499万吨，循环用水量约为新鲜水耗量的12.3倍。

We rigorously advance water recycling initiatives while maintaining uncompromised process and product quality. Post-treatment recycled water is allocated to auxiliary processes, deliberately excluded from brewing operations, to uphold stringent food safety protocols.

In 2024, the Group's total recycled water consumption reached 394.99 million tonnes, with recycled water volume approximating to 12.3 times of fresh water consumption.

严禁违法违规提取地表水
Strictly prohibiting illegal extraction of surface water

建立违法违规抽取使用地表水的监控机制，包括：

- 水平衡测算
- 视频监控排查
- 现场监督检查
- 举报奖励等多种方式途径

一旦核实违规情况属实将严肃追责。

We have established a monitoring mechanism to prevent non-compliant extraction and use of surface water, which includes:

- water balance analysis,
- video surveillance inspections,
- on-site audits, and
- whistleblower reward programs etc.

Strict accountability measures will be enforced upon verifying misconduct.

用水及水耗数据 Water use and water consumption data	单位 Unit	2024	2023	2022
用水总量 Total water consumption	千立方米 1,000 cubic metres	32,008	30,337	30,923
成品酒总产量 Total output of finished products	千升 Kilolitre	11,102,973	10,825,134	11,385,064
单位产品水耗 Water consumption intensity per unit	千立方米／ 每千升产量 Cubic metres/ kiloliter output	2.88	2.80	2.72

二零二四年，本集团水耗数据波动主要受三方面影响：一是新建工厂处于投产调试阶段，水耗水平短期波动；二是啤酒产品结构调整，玻璃瓶包装向小瓶化、定制化发展，包装环节用水增加；三是生产工艺调整。我们预期未来在工艺稳定和产能稳定的前提下，本集团的单位产品水耗有改善空间。

In 2024, fluctuations in the Group’s water consumption metrics were primarily driven by three factors. First, during the adjusting and testing phase of newly established plants, water consumption showed short-term variability. Second, the beer product portfolio encountered adjustments, shifting toward smaller, customized glass bottle, which increased water usage in packaging processes. Third, production technologies were modified. We anticipate that with stabilized processes and production capacity, the Group will achieve measurable improvements in water consumption intensity per unit.

污水管理

Wastewater Management

污水排放

Wastewater discharge

我们严格遵循行业、国家和地方污水排放标准，并设定高于合规要求的内控指标以管控风险。

我们逐步关停污水直排自然水体的工厂，或在地方政府支持下投入资金改造污水外排管线，实施雨污分流，减少污水直排。我们目标于二零二五年前，完成所有工厂雨污分流管网100%全覆盖。

截至二零二四年底，本集团仅余啤酒业务的1家工厂和白酒业务的1家工厂污水经处理合规后排入自然水体，分别流入东莞市黄沙河和毕节市农里河，排入自然水体的污水量仅占污水排放总量的3%。

二零二四年，旗下14家工厂实施污水处理升级改造，投资约2,766万元人民币；旗下5家工厂实施雨污分流改造，投资约1,446万元人民币。

为降低污水超标排放风险，我们已：

- 建立污水评价指标系统，以实现污水在线监测实时预警和超标拦截；
- 制定指引以规范超标及数据异常的报告、处置和分析流程；
- 要求工厂定期组织培训并每年开展至少一次应急演练。

二零二四年，我们建立了具有华润啤酒特色的污水预警指标体系和信息化平台，25家工厂已正式上线运行。

We strictly adhere to industry-specific standards for beer and baijiu production, national and local wastewater discharge standards and have set internal control indicators that exceed compliance requirements to manage and control risks.

We have gradually shut down factories that discharge wastewater directly into natural water bodies, or, with the support of local governments, invested in the renovation of wastewater discharge pipelines and implemented rainwater and wastewater separation to reduce direct discharge. Our goal is to achieve 100% coverage of rainwater and wastewater separation networks in all factories by 2025.

By the end of 2024, only one factory for the beer business and one factory for the baijiu business treated wastewater according to law and discharged it into natural water bodies, namely the Huangsha River in Dongguan and the Nongli River in Bijie. The amount of wastewater discharged into natural water bodies accounted for only 3% of the total wastewater discharged.

In 2024, we upgraded wastewater treatment at 14 factories, investing approximately RMB27.66 million, and implemented rainwater and wastewater separation renovations at 5 factories, investing about RMB14.46 million.

To reduce the risk of non-compliant wastewater discharge, we have:

- Established a wastewater evaluation indicator system to achieve real-time early warning and interception of exceedances in online monitoring;
- Developed guidelines to standardize the reporting, handling, and analysis processes for exceedances and data anomalies;
- Require factories to organize relevant training regularly and conduct at least one emergency drill annually.

In 2024, we established a wastewater early warning indicator system and information platform unique to CR Beer, and officially launched such system and platform in 25 plants.

污水在线监控
Online wastewater monitoring

1. 严格规范污水在线监测：

- 所有工厂须配置符合国家标准的监测设备，严格管理设施日常运行；
- 规范环境保护公示信息管理；
- 将污水在线监测纳入环保规范化指数评价，不合格工厂须限期整改。

2. 生产组织安排

- 制定生产组织方案时以「不达标、不生产」为原则，并将生产工厂污水运行状况和稳定达标排放情况作为重要依据；
- 对污水存在超标排放或不合规排放风险的工厂，实施限产或停产。

3. 污水处理岗人员培训

- 相关员工需接受理论培训、实操实习、考核合格后方可上岗独立操作；
- 每年需接受不少于12学时的厂级再教育。

1. Strictly regulate online wastewater monitoring:

- All factories must be equipped with monitoring equipment that meets national standards and implement strict daily management of facilities;
- Standardizing environmental protection information management;
- Incorporating online wastewater monitoring into our environmental protection standardization index evaluations, requiring non-compliant factories to rectify within a specified timeframe.

2. Production arrangements

- Adhere to the principle of "No production without compliance" when formulating production arrangements and plans, using the operational status of factory wastewater treatment and the stability of compliant discharge as key criteria;
- Implement production restrictions or shutdowns for factories at risk of exceeding discharge standards or non-compliance

3. Training for personnel responsible for wastewater treatment

- Relevant staff shall undergo theoretical training and practical internships, and can only operate independently after passing assessments;
- Annual factory-level re-education of at least 12 hours is required.

污水风险应急响应

Emergency response to wastewater risks

我们制定污水异常处置操作指引，指导并帮扶生产工厂细化水污染应急管控措施。各单位定期开展应急演练，提升应急处置能力。

二零二四年，本集团完成建立预警模型及标准，组织试点工厂试运行。

我们目标于二零二五年前，建立具有华润啤酒特色的污水预警指标体系和环保规范化指数模型，并在所有生产工厂运行。

We have developed operational guidelines for handling wastewater anomalies to guide and assist production factories in refining their water pollution emergency control measures. Each unit conducts regular emergency drills to enhance response capabilities.

In 2024, the Group completed the establishment of early warning models and standards, and organized pilot factories for trial operations.

Our goal is to establish a wastewater early warning indicator system and an environmental standardization index model unique to CR Beer by 2025, and operate them in all production factories.

啤酒废水资源化利用

Wastewater-to-resource

啤酒生产废水中有机物浓度很高，可生化性很好，且不含有毒有害物质，可作为城市污水处理厂的「液体营养液」帮助其补充碳源，且因不经厌氧处理环节，间接减少甲烷排放，实现企业废水资源化利用和碳减排的双赢。

二零二四年，本集团旗下16家生产工厂污水执行「协商限值」排放。

The organic matter concentration in wastewater from beer production is very high, with excellent biodegradability and no toxic or harmful substances. It can serve as a "liquid nutrient" for urban wastewater treatment plants and help them supplement carbon sources. Without anaerobic treatment processes, methane emissions have been reduced indirectly, achieving a win-win situation for wastewater-to-resource and carbon reduction.

In 2024, 16 production factories within the Group executed "negotiated limit" disposal for their wastewater.

污水排放数据 Wastewater discharge data	单位 Unit	2024	2023	2022
污水排放总量 Total wastewater discharged	吨 Tonnes	21,685,607	19,719,807	18,901,871
污水排放量(排入市政管网) Wastewater discharged (into municipal sewer system)	吨 Tonnes	21,028,675	19,166,471	18,673,132
污水排放量(排入自然水体) Wastewater discharged (into natural water bodies)	吨 Tonnes	656,932	553,336	228,739

二零二四年，本集团污水排放总量数据波动主要受产量提升及水耗增加的影响。白酒业务二零二三年同期雨水被涵盖进污水统计，二零二四年雨污分流已整改完成，未来污水排放数据将更精细准确呈现实际运营。

In 2024, the total wastewater discharge data of the Group fluctuated primarily due to increased production and higher water consumption. In the baijiu business, rainwater was included in the wastewater statistics for 2023. However, with the completion of rainwater and wastewater separation in 2024, future wastewater discharge data will more accurately reflect actual operations.

水体污染物排放数据 Water pollutant emission data	单位 Unit	2024	2023	2022
化学需氧量(COD) Chemical oxygen demand (COD)	吨 Tonnes	849	789	892
化学需氧量(排入市政管网) COD (discharged into municipal sewer system)	吨 Tonnes	827	765	886
化学需氧量(排入自然水体) COD (discharged into natural water bodies)	吨 Tonnes	22	25	6
氨氮排放总量 (NH ₃ -N) Total ammonia nitrogen emissions (NH ₃ -N)	吨 Tonnes	82	82	90
氨氮排放量(排入市政管网) Ammonia nitrogen emissions (into municipal sewer system)	吨 Tonnes	80	82	89.9
氨氮排放量(排入自然水体) Ammonia nitrogen emissions (into natural water bodies)	吨 Tonnes	1.39	0.17	0.20

二零二四年，本集团水体污染物排放数据指标大部分有所改善。其中，化学需氧量(COD)受污水排放量提高而升高，但排放浓度为下降趋势。氨氮(NH₃-N)排放量基本持平，由于东莞工厂受政府规划影响，污水由排入市政管网改排放至自然水体，导致氨氮排放总量 (NH₃-N)排入自然水体量微增。我们预期未来在保持工艺稳定及按产能规划推进的前提下，本集团污水排放量和水体污染物排放数据将保持稳定。

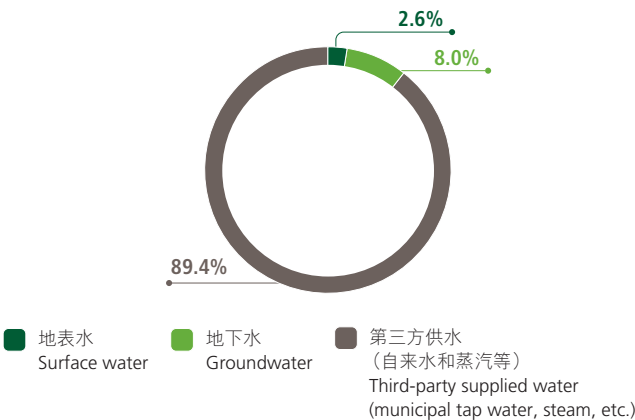
In 2024, most of the Group’s water pollutant emission data indicators showed improvement. The Chemical Oxygen Demand (COD) increased due to higher wastewater discharge volumes, but the emission concentration showed a downward trend. The ammonia nitrogen (NH₃-N) emissions remained relatively stable. Due to government planning, the Dongguan factory shifted its wastewater discharge from the municipal sewer system to natural water bodies, resulting in a slight increase in total ammonia nitrogen emissions (NH₃-N) discharged into natural water bodies. We anticipate that, with stable processes and planned production capacity, the Group’s wastewater discharge and water pollutant emission data will remain stable in the future.

我们的水足迹

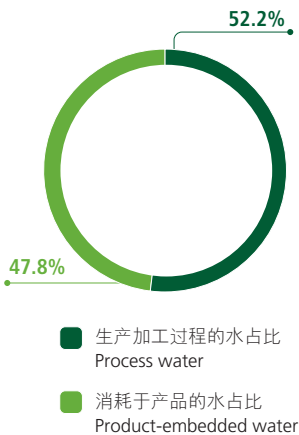
OUR WATER FOOTPRINT

二零二四年度
2024

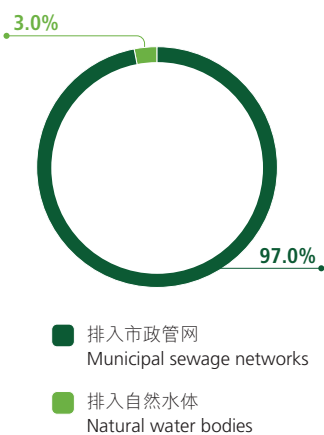
取水（按来源分类）
Water Withdrawal
(by Source)



用水（按用途分类）
Water Usage
(by Purpose)



排水（按目的地分类）
Water Discharge
(by Destination)



绿色包装 GREEN PACKAGING

我们的制度及标准包括但不限于以下政策：
Our system and standards include but are not limited to the following policies:

- 《华润啤酒可持续包装行动》
“CR Beer Sustainable Packaging Initiative”
- 《华润啤酒回收瓶入厂品质验收标准》
“CR Beer Quality Inspection Standards for Returned Bottles”

华润啤酒积极践行绿色包装理念，以「4R1D」为基本原则，开展绿色包装研究，目标实现从「从源头到终端」的包装物全生命周期的可持续发展管理。

为确保绿色包装战略的有效实施，本集团采购部、技术研究院、产品部、生产质量中心跨部门共同合作，推进华润啤酒可持续包装行动。

我们已将绿色包装目标的达成情况与管理层和员工的薪酬挂钩，激励各相关单位和人员，共同践行可持续发展承诺。

CR Beer actively practices the concept of green packaging and use “4R1D” as the basic principle to carry out green packaging research, aiming to achieve sustainable development management of the entire life cycle of packaging from “source to end”.

In order to ensure the effective implementation of the green packaging strategy, the Group’s purchasing department, technology research institute, product department, and production quality center work together across departments to promote CR Beer’s sustainable packaging actions.

We have linked the achievement of green packaging goals with the remuneration of management and employees to encourage relevant units and individuals to jointly fulfill our commitment to sustainable development.

轻量化 Reduce	重复使用 Reuse	可再生 Recycle	重新设计 Redesign	可降解 Degradable
通过包装结构优化实现轻量化，减少资源使用。 Achieve lightweight and reduce resource usage through packaging structure optimization.	包装容器能够以初始的形式被反复使用。 Packaging containers can be used repeatedly in their original form.	包装在完成其使用功能后能重新变成可以利用的资源。 Packaging can become a usable resource again after completing its use function.	通过结构、材料的优化设计实现包装的可持续性。 Achieve packaging sustainability through optimized design of structure and materials.	开发对人体和生物无毒害、易于自然降解新材料包装。 Develop new material packaging that is non-toxic to humans and organisms and easily degrades naturally.

玻璃瓶轻量化 Glass Bottles Lightweighting	
现时进度 Current Progress	潜在成效 Potential Impact
- 成功研发5款喜力轻量瓶，减重幅度达6.1%-16.3%； - 正在开展500毫升及590毫升标准瓶型减重研究。 - Successfully developed 5 Heineken lightweight glass beer bottle designs, achieving weight reductions of 6.1% to 16.3%; - Currently researching weight reduction for standard 500ml and 590ml bottle designs.	- 玻璃瓶轻量化预计可减碳排20,000吨/年； - 单瓶能耗与碳排放均预计可降低16%。 - Lightening glass bottles is expected to reduce carbon emissions by 20,000 tonnes/year; - Energy consumption and carbon emissions of a single bottle is expected to be reduced by 16%.
皇冠瓶盖减薄 Crown caps Thinning	
现时进度 Current Progress	潜在成效 Potential Impact
- 完成两次减薄测试，并上机生产灌装测试； - 项目目标：瓶盖基铁厚度由0.23毫米减薄至0.20毫米/0.18毫米； - 目标二零二五年实现减薄盖批量应用，并推动国标GB/T13521修订。 - Completed two thinning trials and production line filling tests; - Targeting reduction of base iron thickness from 0.23mm to 0.20mm/0.18mm; - Planning mass production by 2025 and promoting revision of national standard GB/T13521.	- 皇冠瓶盖减薄预计可减碳排9,000吨/年。 - Crown caps thinning is expected to reduce carbon emissions by 9,000 tonnes/year.
易拉罐轻量化 Cans Lightweighting	
现时进度 Current Progress	潜在成效 Potential Impact
- 已完成性能检测及样品制作，目标二零二五年建立试行标准。 - 项目目标：500毫升易拉罐厚度最低可达到0.255毫米；330毫升易拉罐厚度最低可达到0.250毫米。 - Completed performance testing and sample production, aiming to establish trial standards by 2025. - Target specifications: 0.255mm for 500ml cans; 0.250mm for 330ml cans.	- 罐盖轻量化预计可减碳38,000吨/年； - 罐身轻量化预计可减碳60,000吨/年。 - Lightweight caps are expected to reduce carbon emissions by 38,000 tonnes annually; - Lightweight can bodies are expected to reduce carbon emissions by 60,000 tonnes annually.

玻璃瓶回收再用 Glass Bottle Recycling	
现时进度 Current Progress	潜在成效 Potential Impact
- 二零二四年，我们已在全国范围取消麻袋回瓶方式，新增3,485家经销商采用托盘回瓶系统，并在全国范围统一回收瓶质量标准，可回收瓶回瓶率81%，同比提升3个百分点。 - 我们已设立目标，到二零二五年前完成回瓶商体系建设，实现玻璃瓶「应收尽收、应回尽回」。 - In 2024, we have eliminated sack-based returns nationwide, adding 3,485 dealers to our pallet-return system while standardizing national quality controls. An 81% bottle return rate was achieved (+3% YoY). - We plan to complete the construction of the bottle recycling system by 2025, establishing a closed-loop bottle return supply chain	- 二零二四年累计回收玻璃瓶98.6亿支，据此推算，节约使用玻璃原料约4,025,167吨，减少玻璃原料生产导致的碳排放量约4,107,965吨。 - In 2024, a total of 9.86 billion used glass bottles were recycled, leading to savings of 4,025,167 tonnes of glass raw materials, equivalent to reducing carbon emissions in glass production by 4,107,965 tonnes.
再生铝易拉罐 Recycled aluminium cans	
现时进度 Current Progress	潜在成效 Potential Impact
- 再生铝锭制作过程的碳排放量仅占原生铝锭加工的11.3%，且不排放有毒的赤泥，环境效益卓越； - 已成功开发并测试通过30%再生铝添加比例的铝制易拉罐。 - The carbon emissions from producing recycled aluminum ingots are only 11.3% of those from primary aluminum processing, and the process does not generate toxic red mud, offering significant environmental benefits; - Successfully developing aluminum cans with 30% recycled aluminum content and passing tests.	- 含30%再生铝的易拉罐预计可减碳20%以上，约减碳3,200kg/吨铝； - 推动团体标准制定与国家标准修订，多篇论文输出软科学。 - The 30% recycled aluminum ratio is expected to reduce carbon emissions by over 20%, equivalent to approximately 3,200 kg of carbon per ton of aluminum; - Publishing industry standards and research papers.

案例：国麦「垦十四」新品上市，华润啤酒首款采用环境友好包装的产品

Case: The new national barley brewing product 「Ken 14」 has been launched with biodegradable and recyclable packaging materials, which embodies a low-carbon philosophy.

「垦十四」新品包装设计独特，礼盒采用可降解再生纸盒和可回收牛皮纸，并获得FSC森林认证，可自然降解和循环再生。消费者在享用国产原料酿造的美味啤酒时，也为保护环境贡献一份力量。

Brewing beauty together: “Ken 14” new product packaging has a unique design. The gift box uses degradable recycled paper boxes and recyclable kraft paper. It has obtained FSC forest certification and can be naturally degraded and recycled. When consumers enjoy delicious beer brewed with domestic raw materials, they also contribute to protecting the environment.



案例：华润啤酒与燕山大学共建「玻璃包装联合研发中心」

Case: Joint development of Joint Glass Packaging R&D Center by CR Beer and Yanshan University



为解决国内玻璃瓶行业技术进步迟缓、专业设计稀缺、高能耗等问题，并打破国外技术垄断。作为啤酒行业领先者，华润啤酒肩负推动行业革新重任，通过与燕山大学强强联合，共建「玻璃包装联合研发中心」，推动玻璃瓶仿真设计及评估平台建设，提升包装性能与可持续性，彰显其链主地位。

In response to the national strategy of industry-university-research collaboration, CR Beer Technology Research Institute has partnered with Yanshan University to establish a demonstration base integrating industry, university and research. Together, they have founded the “Joint Glass Packaging R&D Center”. With Yanshan University’s deep expertise in glass material research, the collaboration aims to tackle key scientific research projects, advance the development of a glass bottle simulation design and evaluation platform, and enhance packaging performance and sustainability.



案例：「雪花三十周年」包装技术白皮书

Case: "30th Anniversary of Snow Breweries" Packaging Technology White Paper

为庆祝华润雪花成立30周年，我们回顾华润雪花30年的发展历程，总结过去在包装材料、装备及制造技术领域的众多宝贵经验与创新成果，编写「包装技术白皮书」。白皮书梳理华润雪花包装技术经验「宝库」，涵盖包装技术、设备及材料的创新成果，并分析未来包装趋势及前沿技术展望，为行业提供参考，推动包装技术创新与发展。



To celebrate the 30th anniversary of CRSB, we have reviewed the 30-year development journey of CRSB, summarizing valuable experiences and innovative achievements in the fields of packaging materials, equipment and manufacturing technologies. We have compiled the Packaging Technology White Paper, which organizes our "treasury" of packaging technology experiences. The white paper covers innovations in packaging technologies, equipment and materials, while analyzing future trends and emerging technologies to serve as an industry reference and drive innovation in packaging technology.

案例：「铝创未来·雪花力量」铝产业链创新论坛

Case: "Aluminum Creates the Future · The Power of Snow Breweries" – Aluminum Industry Chain Innovation Forum

华润啤酒技术研究院联合华润啤酒碳中和研发中心，围绕「铝包装产业链降碳策略及再生铝未来的发展趋势」进行深入研讨，内外部70余位专家出席。此次展会不仅是一场关于铝产业链创新发展的盛会，更是华润啤酒践行绿色发展理念的具体行动，体现了华润啤酒作为头部企业的担当与责任。

CR Beer Technology Research Institute, in collaboration with the CR Beer Carbon Neutrality R&D Center, hosted an in-depth discussion on "Carbon Reduction Strategies in the Aluminum Packaging Industry Chain and the Future Development of Recycled Aluminum". More than 70 internal and external experts attended the event. This forum was not only a grand gathering for focused on the innovative development of the aluminum industry chain but also a concrete action by CR Beer to practice green development principles. It demonstrated the responsibility and commitment of CR Beer as a leading enterprise.



案例：华润啤酒荣获第二届生物基行业创新评选-新叶奖：创新材料奖

Case: CR Beer Won the New Leaf Award – Innovative Material Award at the Bio-based 2024 Forum

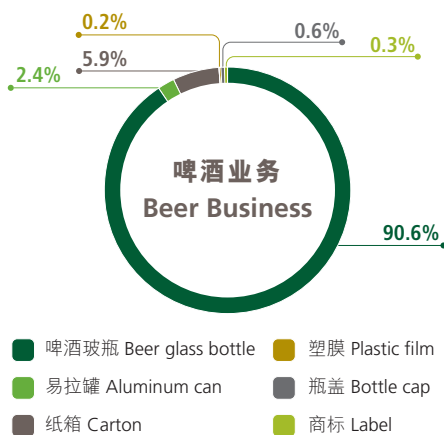


华润啤酒凭借“食品可接触麦糟蛋白水性防油涂料、防油纸”项目荣获殊荣，这是本集团“麦糟生物质材料”项目研究团队在啤酒副产物资源化利用领域的重大突破。项目通过绿色低碳工艺，从麦糟中提取蛋白质组分，开发出具有无氟环保、成本效益显著、可堆肥降解、可回收利用且不产生微塑料等优点的创新材料，精准契合市场对可持续包装材料的需求。未来，本集团将持续深化啤酒副产物综合利用研究，为食品行业可持续发展贡献创新力量。

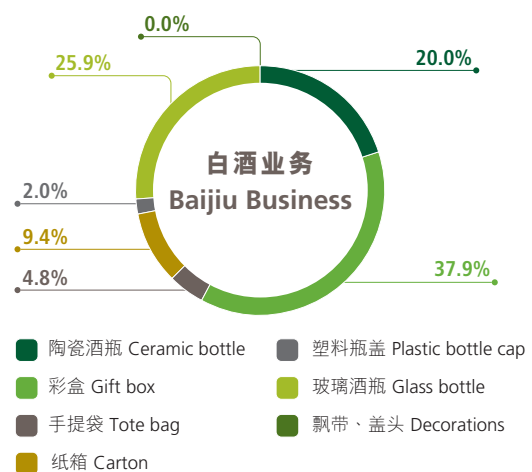
CR Beer has been honored for its project of “Food-Contactable Wheat Residue Protein-based Waterborne Oil-resistant Coating and Oil-resistant Paper”. This is a major breakthrough achieved by the research team of the Group’s “Wheat Residue Biomass Material” project in the field of resource utilization of beer by-products. Through green and low-carbon processes, the project extracts protein components from wheat residues and develops innovative materials that are fluorine-free and environmentally friendly, have significant cost-effectiveness, are compostable and degradable, recyclable, and do not produce micro-plastics. These features precisely meet the market demand for sustainable packaging materials. In the future, the Group will continue to deepen the research on the comprehensive utilization of beer by-products and contribute innovative forces to the sustainable development of the food industry.

二零二四年度
2024

包装材料按重量拆分
Packaging materials by weight



包装材料按重量拆分
Packaging materials by weight



包装材料数据 Packaging materials	单位 Unit	2024	2023
白酒业务包装材料消耗总量 Total packaging materials consumption for baijiu business	千吨 1,000 tonnes	14.7	18.7
啤酒业务包装材料消耗总量 Total packaging materials consumption for beer business	千吨 1,000 tonnes	6,140.8	6,347.5
包装材料消耗总量 Total packaging materials consumption	千吨 1,000 tonnes	6,155.5	6,366.2

本年度我们采用更精准的数据口径，重新梳理两个板块过去两年的包装物数据。我们主要使用玻璃瓶、陶瓷瓶、铝制易拉罐、纸箱、纸袋和塑料膜等包装材料，其中瓶盖、易拉罐、纸箱均为可回收材料。玻璃瓶经清洁消毒后循环使用。

二零二四年，本集团包材使用总量同比下跌，反映减重减量工作成果。

二零二四年，本集团玻璃瓶回瓶率（按支数）高达81%，较去年同期有3个百分点的提升，得益于回瓶商体系建设和回瓶质量提升。

During the year, we have adopted a more precise data framework to reassess the packaging material data of two segments over the past two years. Our primary packaging materials include glass bottles, ceramic bottles, aluminum cans, cartons, paper bags and plastic films. Among them, bottle caps, aluminum cans, and cartons are recyclable materials. Glass bottles are reused after being cleaned and disinfected.

In 2024, the total packaging material usage of the Group decreased year-on-year, reflecting the achievements of our weight and volume reduction efforts.

In 2024, the Group’s recycling rate of glass bottles (by bottle) reached 81%, increased by 3% as compared to the previous year, which was benefited by the development of the bottle recycler system and improvements in quality recycled bottles.

二零二四年，本集团罐装产品产量占比由36.7%上升至40.4%，罐化率提升带动易拉罐使用量同比增长11.6%，而玻璃瓶使用量同比下跌4.1%。

In 2024, the proportion of canned products in our total production increased from 36.7% to 40.4%. This rise in the canning rate led to an 11.6% year-on-year increase in aluminum can usage, while glass bottle usage decreased by 4.1% year-on-year.

提升罐化率

Increasing the Canning Rate

- 自重更轻：一个500ml玻璃瓶重425克，而相同容积的易拉罐克重仅为15.6克，自重减少96%。
Lighter Weight: A 500ml glass bottle weighs 425g, while an aluminum can of the same volume weighs only 15.6g, reducing weight by 96%.
- 节能减碳：每使用铝制易拉罐替换一个玻璃瓶，可降低运输过程及材料生产过程的碳排放，约减排41%。
Energy and Carbon Reduction: Replacing a glass bottle with an aluminum can can lower carbon emissions from both transportation and material production by approximately 41%.
- 节水效益：在包装环节中，单个玻璃瓶的杀菌及洗瓶工序用水量显著高于易拉罐，其单位耗水量可达易拉罐的4倍以上。采用易拉罐包装可有效降低生产水耗。
Water-saving Benefits: In the packaging process, the sterilization and washing of a single glass bottle require significantly more water than an aluminum can, with unit water consumption more than four times higher. Switching to aluminum cans can effectively reduce water usage in production.
- 市场需求：中国市场对比英美市场平均65%以上的罐化率，仍有较大提升空间。我们预期罐装啤酒销量每年以2%-5%幅度稳定增长。
Market Demand: Compared to the UK and US markets, where the average canning rate exceeds 65%, there is still significant growth potential in the Chinese market. We expect canned beer sales to grow steadily by 2% to 5% annually.

华润啤酒已设立目标，在二零三零年前实现所有包装材料100%具备可回收、可再利用、可再生或可降解中至少一项环境属性。

CR Beer has committed that all packaging materials will achieve at least one environmental attribute – recyclability, reusability, renewability, or biodegradability – by 2030.

废弃物管理

WASTE MANAGEMENT

联合国 可持续发展目标	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位	2025 目标 Target	2024	2023	2022
UNSDGs			Unit				
	减量化、资源化、 无害化 Reduction, resourcefulness and harmlessness	一般固体废物综合利用率 General solid waste integrated utilization rate	%	≥98%	99.9%	99.9%	99.6%
		危险废物合规处置率 Hazardous waste compliance disposal rate	%	100%	100%	100%	100%
		干酒糟回收率 Recycling rate of dried spent grains	%	100%	100%	100%	100%
		干废酵母回收率 Recycling rate of dried spent yeast	%	100%	100%	100%	100%
		废曲草回收率 Recycling rate of spent yeast grass	%	100%	100%	100%	100%

我们的制度及标准包括但不限于以下政策：
Our systems and standards include, but are not limited to, the following policies:

- 《华润啤酒固体废物管理制度》
“CR Beer Solid Waste Management System”
- 《华润酒业固体废物管理制度》
“CRWH Solid Waste Management System”
- 《华润雪花啤酒副产物及废旧物资管理规定》
“CRSB Regulations on the Management of By-products and Waste Materials”
- 《华润啤酒危险废物运输政策》
“CR Beer Hazardous Waste Transportation Policy”

本集团的环境管理体系已涵盖固体废物和危险废物管理，确保合规排放与污染治理。我们遵循「减量化、资源化、无害化」原则，通过制定和执行严格的管理制度，规范收集、贮存、利用与处置流程，实现一般工业固体废物、危险废物、生活垃圾及建筑垃圾的全流程规范化管理。

The Group’s environmental management system covers solid waste and hazardous waste management to ensure compliance with discharge and pollution control. We follow the principles of “reduction, resource utilization, and harmlessness” and achieve full-process standardized management of general industrial solid waste, hazardous waste, domestic waste, and construction waste by formulating and implementing strict management systems and standardizing the collection, storage, utilization, and disposal processes.

本集团EHS部和采购中心协同负责废弃物管理，推动资源循环利用，减少废物产生和资源浪费。

The EHS Department and Procurement Center are responsible for waste management, promoting resource recycling and reducing waste generation and resource waste.

我们要求工业固体废物综合利用率不低于98.0%，并始终要求危险废物按国家标准要求100%合规处置。

We aim to achieve a comprehensive utilization rate of industrial solid waste of not less than 98.0%, and always require 100% compliance with national standards for hazardous waste disposal.

固体废物管理 Solid waste management

我们已制定固体废弃物管理制度，全面覆盖各类固体废物的管理要求。我们按类别贮存不同的固体废弃物，通过对废旧物资回收、分类、鉴定、贮存、保管、售卖和处理等全流程进行细化规定，达到防渗漏、防流失及防扬尘的三防标准。

本集团主要通过减少污泥等填埋量，增加固体废物回收利用，目标在「十四五」期间工业固体废物综合利用率不低于98.0%。

We have developed a solid waste management system that comprehensively covers the management requirements of all types of solid waste. We store different solid wastes by category. Through the detailed regulation for the whole process of recycling, classification, identification, storage, maintenance, sale, and treatment of waste materials, we can meet with the three prevention standards, that is, leakage prevention, loss prevention and scattering prevention.

The Group aims to achieve a comprehensive utilization rate of industrial solid waste of not less than 98.0% during the "14th Five- Year Plan" period by reducing the amount of sludge and other landfills and increasing the recycling of solid waste.

危险废物管理 Hazardous waste management

本集团严格遵循国家法规要求，根据行业特点制定内部危险废物清单指引和分级管理要求，编制及发布危险废物标识管理要求、危险废物贮存点、贮存库建设和管理指引，统一危险废物管理台账，规范危险废物全过程管理标准。

本集团要求各单位应当将危险废物委托给有资质的单位做无害化处置，确保转移危险废物的过程符合国家标准要求，采取相关措施防止扩散、流失及泄漏，不得擅自倾倒、堆放、丢弃、遗撒危险废物。

In strict compliance with the requirements of national laws and regulations and according to the characteristics of the industry, the Group has formulated the hazardous waste checklist guidelines and classified management requirements, prepared and released management requirements of hazardous waste labels, guidelines on construction and management of hazardous waste storage sites and stations, unified hazardous waste management ledgers, and standardized the whole process management standards of hazardous waste.

The Group requires all units to entrust hazardous waste to qualified units for harmless disposal, so as to ensure that the process of transferring hazardous waste meets the requirements of national standards. The Group also requires all units to take relevant measures to prevent proliferation, loss and leakage, and shall not allow to dump, pile, discard or scatter hazardous waste without authorization.

	单位 Unit	2024	2023	2022
一般固体废物产生量 General solid waste production	千吨 1,000 tonnes	1,505.7	1,482.5	1,525.2
固体废物综合利用量 Integrated utilization of solid waste	千吨 1,000 tonnes	1,503.8	1,480.3	1,519.8
一般固体废物综合利用率 General solid waste integrated utilization rate	%	99.9%	99.9%	99.6%
危险废物产生量 Hazardous waste production	千吨 1,000 tonnes	0.403	0.239	0.229
危险废物合规处置率 Hazardous waste compliance disposal rate	%	100%	100%	100%

二零二四年，一般固体废物产生量同比略有增长，主要因为白酒业务生产工艺调整导致。

二零二四年，危险废物产生量同比略有增长，主要原因是部分工厂开展维修氨系统产生废氨水、更换脱硫剂、淘汰废铅蓄电池等项目，导致危废产生量于回顾期内因项目开展而波动。

In 2024, the amount of general solid waste generated increased slightly year-on-year, mainly due to the adjustment of the production process of the Baijiu business.

In 2024, there was a slight year-on-year increase in hazardous waste generation, mainly due to the fact that some factories carried out projects such as maintenance of ammonia systems that generated waste ammonia water, replacement of desulfurizer and phase-out of waste lead-acid batteries, etc., resulting in fluctuations in hazardous waste generation due to project development during the period under review.

合规检查
Compliance check

本集团要求各单位对危险废物受托方实际运输、处理处置过程情况开展定期检查。

二零二四年，我们下发《关于进一步加强固体废物合规管理并开展再排查工作的通知》，深入排查整治处置单位资质、贮存设施合规性及管理台账规范性问题，确保危险废物年度合规处置率达100%。

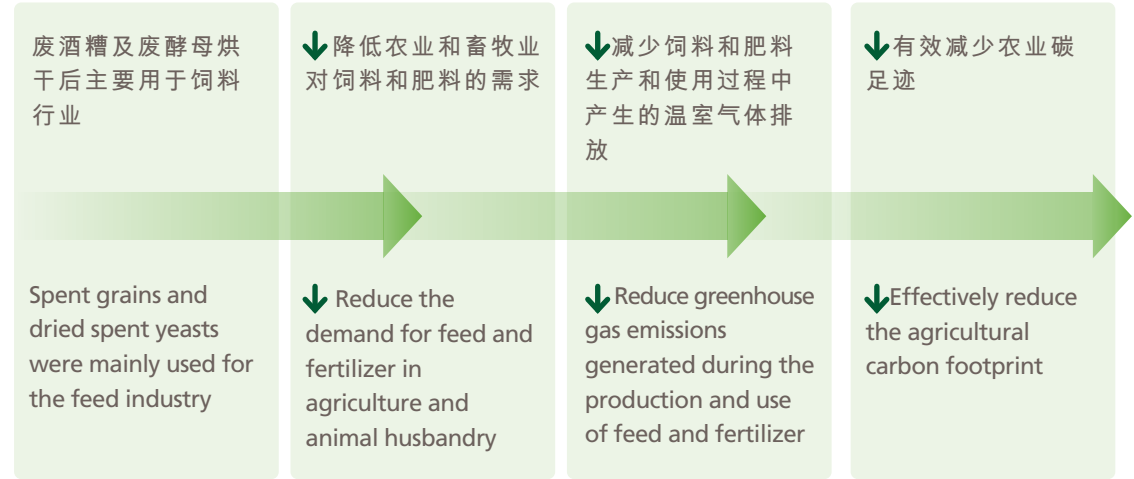
The Group requires all units to carry out regular inspections of the actual transportation, treatment, and disposal process of hazardous waste contractors.

In 2024, we issued the “Notice on Further Strengthening the Compliance Management of Solid Waste and Carrying Out Re-Investigations”, which focuses on thoroughly investigating and addressing issues related to the qualification of the disposal unit, the compliance of storage facilities and the standardization of management ledgers, ensuring that the annual compliance disposal rate of hazardous waste reaches 100%.

资源循环利用
Resource recycling

本集团要求啤酒和白酒生产过程中所产生的废料100%循环再用，不仅减少废弃物的产生，还可以创造经济价值。

The Group requires reusing 100% of the waste generated in the production process of beer and baijiu. This not only reduced waste generation, but also created economic value.



二零二四年，我们合共回收处理废酒糟约242.0千吨，废酵母约16.6千吨，废曲草约2.7千吨，并实现100%综合利用率。

In 2024, a total of approximately 242,000 tonnes of spent grains, approximately 16,600 tonnes of spent yeasts and approximately 2,700 tonnes of spent yeast grass were recycled and treated, and the comprehensive utilization rate reached 100%.

	单位 Unit	2024	2023	2022
干酒糟	千吨	242.0	215.3	225.2
Dried spent grains	1,000 tonnes			
干酒糟综合利用率	%	100%	100%	100%
Integrated utilization rate of dried spent grains				
干废酵母	千吨	16.6	17.0	16.6
Dried spent yeasts	1,000 tonnes			
干废酵母综合利用率	%	100%	100%	100%
Integrated utilization rate of dried spent yeasts				
废曲草	千吨	2.7	5.5	2.2
Spent yeast grass	1,000 tonnes			
废曲草综合利用率	%	100%	100%	100%
Integrated utilization rate of spent yeast grass				

于生产过程中使用及报废的玻璃渣、废纸箱、废托盘、废塑箱、废编织袋及废胶桶等废弃物资，已实现100%由本地有资质的第三方回收商进行回收。

Waste materials such as glass slags, waste cartons, waste pallets, waste plastic boxes, waste woven bags and waste plastic buckets used in production process and scrapped were 100% recycled by local qualified third-party recyclers.

维护生态系统和生物多样性

PROTECTION OF ECOSYSTEM AND BIODIVERSITY

联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位 Unit	2025 目标 Target	2024	2023	2022
 水下生物  陆地生物	和谐共生，美好家园 Harmonious coexistence in a beautiful home	位于生物多样性保护优先 区域内的工厂	个	0	0	0	0
		Plants located in priority areas for diversity conservation	Plants				
		新建、改建或扩建项目完成 环境影响评估(包括生物多 样性影响)	%	100%	100%	100%	100%
		Completion of environmental impact assessments (including biodiversity impacts) for new, reconstruction or expansion projects					
		运营过程中承诺保护 生物多样性 Commitment to protecting biodiversity in operations	%	100%	100%	100%	100%
	可持续农业 Sustainable agriculture	国麦标准化种植试点基地	亩 Mu	20,000	16,200	6,000	—
		国产酒花采购占比 Procurement percentage of domestic hops	%	45%	43%	—	—

我们的制度和标准，包括但不限于以下：

We adopt a series of institutional systems and standards include, but are not limited to, the following:

- 《华润啤酒生态环境保护监督管理办法》
“CR Beer Measures for Supervision and Management of Ecological Environmental Protection”
- 《华润酒业生态环境保护监督管理办法》
“CRWH Measures for Supervision and Management of Ecological Environmental Protection”
- 《生态环境保护检查标准》
“Inspection Standards for Ecological Environmental Protection”
- 《环境监测管理办法》
“Management Measures for Environmental Monitoring”
- 《噪声污染防治管理办法》
“Management Measures for Noise Pollution Prevention and Control”
- 《生态环境保护「六禁令」》
“Six Prohibitions for Ecological Environmental Protection”

我们承诺在日常生产运营中切实履行环境管理职责，尽可能降低由自身生产运营所带来的环境影响。若对生产经营环节造成的生态系统及生物多样性损害，我们承诺进行补救和修复项目。

We are committed to fulfilling our environmental management responsibilities in daily production and operations and minimizing the environmental impact caused by our own production and operations. If the ecosystem and biodiversity are damaged during production and operation, we are committed to carrying out remediation and restoration projects.

我们鼓励旗下各单位及员工积极参与所在社区的生态保护志愿活动。

We encourage all member units and employees to actively participate in ecological conservation volunteer activities in their communities.

生态环境风险分级分类管理

Hierarchical and classified management of ecological environment risks

- 二零二四年，华润啤酒各级开展环保专项排查874次，共排查出5,809项隐患并整改。
- 根据生态环境风险分级管控及量化指标评价标准，对工厂的固有风险、企业管理风险进行量化评级，并实行分级监管。
- In 2024, units at all levels of CR Beer carried out 874 special investigations on environmental protection, with a total of 5,809 hidden dangers being identified and rectified.
- Based on the evaluation criteria for hierarchical control and quantifiable metrics in respect of ecological environment risks, we quantify and rate the inherent risks of plants and enterprise management risks, and implement hierarchical supervision.

流域协同治理

Watershed collaborative governance

- 二零二四年，对长江黄河流域生态环境保护项目整治行动的相关工厂进行「回头看」检查，确保前期问题整改到位。
- 截至二零二四年底，本集团仅余啤酒业务的1家工厂和白酒业务的1家工厂污水经处理合规后排入自然水体，分别流入东莞市黄沙河和毕节市农里河，我们相应采取治理措施，防范环境风险。
- In 2024, follow-up inspections were conducted on factories involved in the ecological and environmental protection initiatives for the Yangtze River and Yellow River basins to ensure the effective resolution of previously identified issues.
- As of the end of 2024, only one brewery and one Baijiu distillery under the Group discharge treated wastewater into natural water bodies, with effluents entering Dongguan's Huangsha River and Bijie's Nongli River respectively. We have taken corresponding measures to prevent environmental risks.

工厂选址

Site selection process for factory

- 将生物多样性保护纳入工厂选址与产能规划，建立污染物排放、碳密度、环境敏感度、产能效益等多维评估指标，优先应用生态友好型与清洁生产技术。
- 新建/改扩建项目严格执行环评(含生物多样性专项评估)，遵守生态保护红线、环境准入负面清单等约束性要求，驱动工厂绿色升级。
- 我们确认旗下所有工厂分布于城市建成区或工业园区，均不位于《中国生物多样性保护优先区域范围》确定的35个生物多样性保护优先区域内。
- Incorporate biodiversity protection into factory location and capacity planning, establish multi-dimensional assessment indicators for pollutant emissions, carbon intensity, environmental sensitivity, capacity benefits, etc., and prioritize the application of eco-friendly and clean production technologies.
- Strict implementation of EIA (including special biodiversity assessment) for new construction/expansion projects, compliance with binding requirements such as red line for ecological protection and negative list for environmental access, driving green upgrading of factories.
- We confirm that all our factories are located within urban built-up areas or industrial parks and none of our plants are located in the 35 priority areas for biodiversity conservation identified in the Biodiversity Conservation Priority Areas of China.

风险评估

Risk assessment

我们正在研究结合TNFD自然相关财务揭露的LEAP方法(定位、评估、评判以及准备)以及科学目标网络(SBTN)的指引，识别并评估我们自然相关的依赖、影响、风险以及机遇，进一步了解应该如何降低运营以及供应链的自然依赖和影响，并且完善我们在生物多样性保护方面的策略。

We are researching a combination of TNFD (The Taskforce on Nature-related Financial Disclosures)'s LEAP (Locate, Evaluate, Assess, and Prepare) methodology for nature-related financial disclosure and guidance from the Science Based Targets Network (SBTN). This initiative aims to identify and assess our dependencies, impacts, risks, and opportunities related to nature. By deepening our understanding of how to mitigate the natural dependencies and impacts of our operations and supply chain to further refine our biodiversity conservation strategy.

可持续农业
Sustainable agriculture

探索推广气候友好的再生农业计划，与技术研究院、农垦集团、农民等相关方推动国产大麦标准化种植项目，推动原辅料从再生农业和可持续资源中采购，不仅提升农业生态系统韧性，推动建设可持续农业生产体系，还有效保护和改善农村生计及社会公平。

为确保啤酒大麦种植的可持续性，还采用先进的农业技术和环保措施。应用智能灌溉系统，精准控制灌溉量和灌溉时间，有效提高水资源的利用效率。采用有机肥料和生物防治等环保措施，减少农药和化肥的使用量，保护土壤的生物多样性，实现与环境和谐共生。

- 二零二四年，我们的大麦标准化种植基地在内蒙古，江苏和甘肃三省的面积16,200亩*，共计产出大麦7,000余吨，全部参照良好农业规范(GAP)去逐步实施。
- 我们已设立目标，争取二零二五年完成20,000亩*国产大麦标准化种植，二零二六年深度推进国产大麦标准化种植。

Explore and promote climate-friendly regenerative agriculture plans, promote domestic barley standardized planting projects with technology research institutes, agricultural reclamation groups, farmers and other relevant parties, and promote the procurement of raw materials and auxiliary materials from regenerative agriculture and sustainable resources. This not only improves the resilience of the agricultural ecosystem and promotes the construction of a sustainable agricultural production system, but also effectively protects and improves rural livelihoods and social equity.

To ensure the sustainability of malting barley cultivation, advanced agricultural techniques and environmentally friendly measures are also used. The intelligent irrigation system is applied to accurately control the irrigation amount and irrigation time, effectively improving the utilization efficiency of water resources. Use environmentally friendly measures such as organic fertilizers and biological control to reduce the use of pesticides and chemical fertilizers, protect soil biodiversity, and achieve harmonious symbiosis with the environment.

- In 2024, our standardized barley cultivation bases in Inner Mongolia, Jiangsu, and Gansu provinces covered an area of 16,200 mu*, yielding over 7,000 tonnes of high-quality barley. All operations were gradually implemented in accordance with Good Agricultural Practices (GAP).
- We have set targets to expand standardized domestic barley planting to 20,000 mu* by 2025 and further advance the standardized cultivation of domestic barley in 2026.

* 亩，中国面积单位，约等于0.0667公顷。
Mu, a Chinese Unit of area, approximately 0.0667 hectares.

二零二四年，本集团始终保持优异的环境表现：

In 2024, the Group maintained a clean environmental record with:

- 零重大污染事故发生；
- Zero major pollution incidents occurring;
- 未发生因违反环保法律法规导致的行政处罚或经济罚款；
- No economic penalties incurred for violations of environmental laws and regulations;
- 未对生物多样性及生态系统造成可量化的负面影响。
- No significant impacts on biodiversity or ecosystems.

环保宣传教育

二零二四年度，华润啤酒各级开展环保培训共计470次，参与培训21,660人次。

EDUCATION OF ENVIRONMENTAL PROTECTION

In 2024, CR Beer conducted a total of 470 environmental protection training sessions at various levels, with 21,660 participants.

案例：环境守护者-EHS专项赋能
Case: Environmental Guardians - Special Empowerment for EHS

采用**短期赋能(学习项目)+长期培养(标准课程)**的模式，铸就一支专业ESG人才队伍，为安全卓越发展保驾护航。

The model of **short-term empowerment (learning projects) + long-term training (standard courses)** has been adopted to create a team of ESG professionals and escort for safe production and excellent development



项目亮点：**提认知、促转变、补短板、抓行动**
Project Highlights: **Improving cognition, promoting change, making up for shortcomings and taking actions.**

- **铸造环保管理「防御之墙」**：强化环保风险管理与防御能力，助力企业高质量发展；
Casting a “wall of defense” for environmental management: The training aims to strengthen company’s environmental risk management and defense capabilities, supporting the high-quality development.
- **培养专业ESG团队**：提升环保人员专业能力，赋能最佳实践，建立选拔评价标准
Cultivating a professional ESG team: The training aims to improve the professional competence of environmental protection personnel by empowering best practices and establishing selection and evaluation criteria.
- **建立环保知识体系，统一环保管理标准**
Establish an Environmental Knowledge System to standardize Environmental Management Practices.
- **案例教学+实操演练，提升学员解决问题能力**
Case-Based teaching combined with practical exercises to improve problem-solving abilities.

项目成果：
Project Outputs:

环保设施优化
案例10套
10 sets of cases for
environmental protection
facilities optimization

课程9门
1套评价体系
9 subjects of courses
1 set of evaluation system

5期培训
人均160学时
5 sessions of training
160 hours
per capita of learning

案例：「与自然共鸣，携美好远行」的环境月系列活动

Case: "In Harmony with Nature, Journey with Beauty" Environmental Month Campaign Series

发布华润啤酒生态环境保护宣传片，策划一把手讲环保、做不「碳」气青年等活动，引导华润啤酒全体员工树立和践行绿水青山就是金山银山的理念，活动参与人数达15,931人次。

CR Beer released an ecological and environmental protection promotional video, and organized campaigns including 'Top Executives Talk About Environmental Protection' and 'Be a Low-Carbon Youth' to guide all employees in establishing and practicing the concept that 'lucid waters and lush mountains are invaluable assets'. These initiatives achieved a participation of 15,931 person-times.



展望未来

面向「双碳」目标与高品质发展要求，华润啤酒将持续深化ESG战略实施，系统推进「原料—生产—物流—消费」全价值链的碳足迹核查与管理，通过能源结构优化和绿色包装战略门，引领行业绿色转型。我们目标于二零二五年前，持续提升清洁能源占比至50%以上，创建15家国家级「绿色工厂」和3家「碳中和工厂」；于二零三零年前实现单位产品碳排放量（范围一+范围二）较二零二五年再下降25%，为中国酒类行业的可持续发展树立新标杆。

OUTLOOK

CR Beer remains committed to China's dual-carbon objectives and high-quality development agenda by advancing its ESG strategy. We are implementing comprehensive carbon footprint verification and management across the entire value chain - from raw materials to production, logistics and consumption - while spearheading industry-wide green transformation through energy mix optimization and sustainable packaging initiatives. We have set clear targets that by 2025, we shall increase the proportion of clean energy to more than 50%, build 15 national "green plants" and 3 "carbon-neutral factories"; by 2030, we will achieve a further 25% reduction in carbon emissions (Scope 1 + Scope 2) intensity per unit compared with 2025, setting a new benchmark for the sustainable development of China's alcohol industry.

气候变化报告

二零二四年十一月，第29届联合国气候变化大会(COP29)对《巴黎协定》的落实情况及未来方向进行了深入探讨，进一步强化了全球低碳发展目标。中国在此次大会上提出了最新的气候行动路线图，重申了到二零三零年实现碳排放达峰、到二零六零年实现碳中和的承诺。

为了尽可能降低气候变化带来的影响，我们参考气候相关财务披露工作小组(TCFD)的建议，传达与气候变化相关的风险及机遇。该框架帮助我们考虑可能影响业务的气候相关风险及机遇，并说明我们识别及管理这类风险和机遇的方式。展望未来，我们将研究遵守国际财务报告准则可持续发展披露标准第S2条气候相关披露的新规定。

以下参照TCFD在四个范畴的建议编撰，分别为管治、策略、风险管理，以及指针与目标范畴。

管治

我们重视气候变化的管治工作，不断完善内部管理机制和方法，持续提高气候变化治理的有效性。我们搭建了由董事会、高级管理层、各职能部门、分公司负责人及气候相关职能部门及地方公司的工作小组组成的气候变化管治架构，由董事会负有最终责任，并授权各相关部门领导团队负责管理工作。

气候相关绩效已与管理团队薪酬挂钩，在气候变化方面取得卓越绩效和为气候变化管理水平提升做出重要贡献的组织和个人进行表彰奖励；出现渎职失职行为的，依据相应考核标准和相关制度采取惩罚措施。

REPORT ON CLIMATE CHANGE

In November 2024, the 29th Conference of the Parties (COP29) conducted an in-depth discussion on the implementation of the Paris Agreement and its future direction, further strengthening the global goal of low-carbon development. At the conference, China put forward the latest climate action roadmap and reaffirmed its commitment to achieving carbon peak by 2030 and carbon neutrality by 2060.

In order to minimize the impacts brought about by climate change as much as possible, we communicate the risks and opportunities related to climate change with reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This framework helps us consider the climate-related risks and opportunities that may affect our business, and explains how we identify and manage such risks and opportunities. Looking ahead, we will study and comply with the new regulations of Sustainability Disclosure Standards of IFRS S2 Climate-related Disclosures Sustainability Disclosure Standards.

The following is compiled with reference to the recommendations of the TCFD in four categories, namely governance, strategy, risk management, and metrics and targets.

GOVERNANCE

We attach great importance to the governance of climate change, continuously improve our internal management mechanism and approach, and keep enhancing the effectiveness of climate change governance. We have established a climate change governance framework consisting of the board of directors, senior management, various functional departments, heads of branches, as well as working groups from climate-related functional departments and local companies. The board of directors bears the ultimate responsibility and authorizes the leaders of relevant departments to be in charge of the management work.

Climate-related performance has been linked to the compensation of the management team. Organizations and individuals that have achieved outstanding performance in climate change and made significant contributions to the improvement of climate change management will be commended and rewarded. In case of dereliction of duty, punitive measures will be taken in accordance with the corresponding assessment standards and relevant systems.

董事会

- 监督有关对气候变化的评估
- 确保政策和目标持续实施
- 检讨及监察气候变化相关方针和策略
- 董事会主席对气候变化相关问题的管理负责

高级管理层

- 讨论及制订气候变化管理方针和未来发展
- 探讨识别气候变化相关风险
- 确保内部监控系统有效运作
- 由上而下地推动有助促进气候变化的应对工作，分配各职能部门、分公司相关职责

各职能部门、分公司负责人

- 执行气候变化相关的决议并向决策层汇报工作情况
- 完成气候变化相关的执行工作
- 向决策层提出下一年相关工作的改善建议

各职能部门及地方公司的工作小组

- 按监督层的方向，完成职能范围内的气候变化相关工作
- 定期收集、整理和上报气候变化风险事件及碳排放数据
- 及时反馈实际工作情况，对实际工作的开展进行建议
- 承担内部信息传播责任

The Board

- To supervise the assessment related to climate change
- To ensure the continuous implementation of policies and objectives
- To review and monitor the guidelines and strategies related to climate change
- To have the chairperson of the Board be responsible for the management of issues related to climate change

The senior management

- To discuss and formulate the management guidelines for climate change and its future development
- To explore and identify the risks related to climate change
- To ensure the effective operation of the internal monitoring system
- To drive from top to bottom the work that helps to promote the response to climate change, and assign relevant responsibilities to various functional departments and branches

Responsible persons from various functional departments and branches

- To implement resolutions related to climate change and report the work situation to the decision-making level
- To complete the implementation work related to climate change
- To put forward improvement suggestions for the relevant work in the next year to the decision-making level

Working groups of various functional departments and regional companies

- To complete the work related to climate change within the scope of functions according to the guidance of the supervisory level
- To regularly collect, sort out and report climate change risk events and carbon emission data
- To promptly give feedback on the actual work situation and make suggestions on the implementation of the actual work
- To assume the responsibility for internal information dissemination

我们已经制定《华润啤酒碳达峰行动方案》，各部门协同配合推进我们的碳管理工作，提高我们的气候变化相关风险的应对能力。

- 成立碳达峰碳中和工作领导小组，全面统筹推进碳达峰碳中和工作，各部门给予相应配合。
- EHS部门及时向下属工厂下发突发环境应急预案，涵盖气候变化相关风险的应对措施。
- 建设专业碳排放管理人员队伍，强化气候治理的专业能力。

策略

我们认识到气候变化对企业运营带来的长期且重大的影响和风险，正积极制定策略以减轻其对业务的潜在负面影响。董事会层面，审核委员会每半年召开一次会议，与高级管理层及内部审计部门共同评估ESG相关业务风险。在业务层面，审计和EHS部门定期审查并监督公司重大风险的评估、变化及应对措施，包括气候相关风险。

短期策略（1-3年）

在短期内，我们每年进行风险评估和财务预测，以规划未来1-2年的管理策略，包括制定应对气候变化的措施，确保我们在短期内能够有效地减少温室气体排放，并适应气候变化带来的影响。

中期策略（3-10年）

在中期，我们结合目标达成情况、政策趋势、市场发展和客户需求等因素，对气候管理策略进行回顾、分析与更新，确保中期策略与长期管理策略的一致性，使我们能够持续改进并适应不断变化的环境。

We have formulated the CRB Carbon Peak Action Plan. All departments work in coordination to promote our carbon management work and enhance our ability to respond to risks related to climate change.

- We have established a leading group for carbon peak and carbon neutrality work to comprehensively plan and promote the work of carbon peak and carbon neutrality, and all departments provide corresponding cooperation.
- Our EHS department will promptly issue emergency response plans for sudden environmental incidents to its subordinate factories, which cover measures to address risks related to climate change.
- Professional carbon emission management personnel will be cultivated to strengthen the professional capacity for climate governance.

STRATEGIES

We recognize that climate change poses long-term and significant impacts and risks to our corporate operations. Therefore, we are actively formulating strategies to mitigate its potential negative impacts on our business. At the Board level, the audit committee convenes a meeting every six months to assess the ESG-related business risks with senior management and the internal audit department. At the business level, the audit and EHS departments regularly review and supervise the Company's assessment, changes and response measures for major risks, including climate-related risks.

Short-term strategy (1-3 years)

For the short term, we conduct annual risk assessments and financial forecasts to plan our management strategies for the next 1 to 2 years, which include formulating measures to address climate change, so as to ensure that we can effectively reduce greenhouse gas emissions in the short term and adapt to the impacts brought about by climate change.

Medium-term strategy (3-10 years)

For the medium term, we review, analyze and update our climate management strategy by taking into account factors such as the achievement of our goals, policy trends, market development and customer needs, so as to ensure the consistency between our medium-term strategy and our long-term management strategy, thereby enabling us to continuously improve and adapt to the changing environment.

长期策略(10年以上)

对于长期，我们设立了全面的管理策略，包括应对气候变化的整体方向和目标。我们分析并改进可再生能源部署和价值链合作等长期减碳策略，以实现我们的长期环境目标和可持续发展承诺。

我们更新《华润啤酒风险分类框架》针对污染物排放管理环境风险以及关注以碳排放数据及碳配额履约为重点的双碳管理风险。

我们在评估水资源短缺的气候物理风险过程中使用世界资源研究所(WRI)Aqueduct Water Risk Atlas作为评估工具，以二零二零年、二零五零年及二零八零年为短、中、长期的预测时间框架，评估低排放(RCP2.6)及高排放(RCP8.5)情景下水资源短缺的整体风险。我们发现位于华中区域、华北区域、华东区域和西北区域的工厂面临水资源短缺的极高风险。二零二四年，已经有一家位于河南省的工厂优化停产。

评估极端高温的气候物理风险时，使用联合国IPCC WGI Interactive Atlas作为评估工具，以二零四一年至二零六零年为预测时间框架，评估低排放(RCP2.6)及高排放(RCP8.5)情景下极端高温的整体风险，发现在华北区域和西北区域的工厂因极端高温面临高风险。

Long-term strategy (over 10 years)

For the long term, we have established a comprehensive management strategy, including the overall direction and goals for addressing climate change. We analyze and improve our long-term carbon reduction strategies such as the deployment of renewable energy and value chain cooperation to achieve our long-term environmental goals and commitment to sustainable development.

We have updated "CR Beer Risk Classification Framework" to address environmental risks related to pollutant emission management and pay attention to the dual carbon management risks with a focus on carbon emission data and compliance with carbon quotas.

In assessing the physical climate risks associated with water scarcity, we assess the overall risk of water scarcity under low-emission (RCP2.6) and high-emission (RCP8.5) scenarios with the years of 2030, 2050, and 2080 as the short, medium, and long-term forecast time frames by adopting the World Resources Institute (WRI) Aqueduct Water Risk Atlas as an assessment tool. We found that the plants located in Central China, North China, East China, and Northwest China were at an extremely high risk of water scarcity. In 2024, one plant in Henan Province had been shut down for optimization.

In assessing the physical climate risks associated with extreme heat, we assess the overall risk of extreme heat under low-emission (RCP2.6) and high-emission (RCP8.5) scenarios with the year of 2041–2060 as the forecast time frame by adopting the IPCC WGI Interactive Atlas of the United Nations as an assessment tool. We found that the plants located in North China and Northwest China were at a high risk due to extreme heat.

风险类别 Risk category	风险 Risk	潜在影响 Potential impact	潜在财务影响 Potential financial impact	缓解策略 Mitigation strategies
物理风险 Physical risk	水资源短缺 Water scarcity	因气候变迁引起的长期干旱导致无法生产，以及导致酿酒原料供应不稳 Long-term drought caused by climate change, making it impossible to produce, and leading to an unstable supply of brewing raw materials	- 水价上涨导致运营成本增加； Increased operational costs due to rising water prices; - 需投资节水技术或水循环系统； Investment required for water-saving technologies or water recycling systems; - 缺水影响酿酒原料供应链不稳定导致成本上升或中断引发停工损失。 The lack of water affects the stability of the supply chain of brewing raw materials, resulting in increased costs or disruptions, which lead to production losses.	- 订立《水污染防治管理办法》，推行清洁生产、采用先进节水技术； Establish the Management Measures for Water Pollution Prevention and Control, implement clean production practices, and adopt advanced water-saving technologies; - 积极参与流域协同治理，推进水足迹管理； Actively participate in watershed collaborative governance and promote water footprint management; - 发展可持续农业，振兴国麦，研究抗旱大麦及精准灌溉技术。 Develop sustainable agriculture and revitalize the domestic barley, research drought-resistant barley and precise irrigation technology.
物理风险 Physical risk	极端高温 Extreme heat	因平均气温升高和高温日数增加而导致工厂停工，以及导致酿酒原料供应不稳 Rising average temperatures and increasing number of hot days, leading to factory shutdowns and an unstable supply of brewing raw materials	- 设备冷却成本上升； Increased cooling costs for equipment; - 员工健康保障支出增加； Increased health care costs for employees; - 高温导致设备故障或停工损失； Equipment failures or production losses due to extreme heat; - 极端高温影响酿酒原料供应链不稳定导致成本上升或中断引发停工损失。 High temperature affects the stability of the supply chain of brewing raw materials, resulting in increased costs or disruptions, which lead to production losses.	- 密切关注气象预报，与当地有关部门配合，及时获取极端天气讯息； Closely monitor weather forecasts, coordinate with local authorities to obtain timely information on extreme weather; - 制定极端天气应急预案； Develop emergency response plans for extreme weather; - 在员工操作区、原料及产品堆放区局部加装空调； Install air conditioning in employee operation areas and raw material and product storage areas; - 购买保险，保障我们的资产不受极端天气变化的影响； Purchase insurance to protect our assets from the impacts of extreme weather changes; - 发展可持续农业，振兴国麦，研究抗旱大麦及精准灌溉技术。 Develop sustainable agriculture and revitalize the domestic barley, research drought-resistant barley and precise irrigation technology.

风险类别 Risk category	风险 Risk	潜在影响 Potential impact	潜在财务影响 Potential financial impact	缓解策略 Mitigation strategies
转型风险 Transition risks	市场风险 Market risk 消费者日益追求低碳产品 Consumers are increasingly prioritizing low-carbon products	消费者对于气候变化议题及碳排放的认识，而导致其转为偏好低碳产品 Consumers' awareness of climate change issues and carbon emissions, driving a shift in preferences toward low-carbon products	- 低碳产品需求变化影响收入； Changes in demand for low-carbon products could affect revenue streams; - 开发低碳产品会导致研发费用上升； The development of low-carbon products could lead to higher research and development costs; - 包装低碳转型可能导致成本波动； Low-carbon packaging transition may cause cost volatility; - 碳价波动导致碳配额交易成本上升； Fluctuations in carbon prices may increase the costs of trading carbon allowances;	积极推动啤酒生产低碳原料替代，已完成模拟生产测试、模拟流通测试、总结评估经验、走访供应商、总结分析。 By actively promoting the adoption of low-carbon raw materials for beer production, we have completed simulated production tests, simulated distribution tests, summarised evaluation experiences, conducted supplier visits, and summarised analyses.
转型风险 Transition risks	政策及法规 Policy and Regulation 范围3温室气体排放核算及报告的审查增加 Increased scrutiny of Scope 3 GHG emissions accounting and reporting	监管机构要求披露范围3价值链的温室气体排放量 Regulators require disclosure of Scope 3 GHG emissions across the value chain	- 需升级设备以满足新环保标准； Equipment upgrades may be required to meet new environmental standards; - 碳核查合规成本增加。 Compliance costs for carbon verification may be increased.	我们已开展范围三温室气体排放审查工作和35款核心产品的碳足迹核查，后续将更新减排目标及行动规划。 We have initiated Scope 3 greenhouse gas emissions verification and carbon footprint assessments for 35 types of core products, with subsequent updates to emission reduction targets and action plans to follow.

我们目标到二零二五年，单位产品碳排放密度（范围一+范围二）较二零二零年下降20%，新能源电量占比不低于25%；到二零三零年，碳排放密度再降25%，新能源电量占比提升至50%。我们通过淘汰高碳产能、推广光伏储能项目、试点氢能应用等措施，系统性降低外购电力和热力依赖（占比超70%的碳排放源）。同时，注重风险防控，强调技术可行性与经济可持续性平衡，分类分阶段推进目标，避免「一刀切」，并通过供应链耦合、循环经济等手段化解价值链碳风险，确保安全降碳与经营稳定协同发展。

我们依据《碳排放管理办法》、《碳达峰行动方案》和《EHS事故事件管理办法》等一系列管理规定，来确保在应对气候变化风险时有明确的指导和规范，为我们在2024年有效应对气候变化带来的影响提供了坚实的基础，并保障过程中财务状况的稳定，避免了因气候变化引发的财务损失。

We are committed to reducing the carbon emission intensity per unit of product (Scope 1 + Scope 2) by 20% by 2025 compared to that in 2020, with the proportion of new-energy electricity consumption no less than 25%. We aim to further reduce carbon emission intensity by an additional 25% and increase the proportion of new-energy electricity consumption to 50% by 2030. To achieve these goals, we are systematically reducing our reliance on purchased electricity and heat (currently accounting for over 70% of our total carbon emissions) by eliminating high-carbon capacity, advancing photovoltaic energy storage projects, and piloting hydrogen applications. Simultaneously, we prioritize risk prevention and control, ensuring a balance between technical feasibility and economic sustainability. Our approach involves phased and categorized targets to avoid a one-size-fits-all strategy. Additionally, we address carbon risks across the value chain through supply chain integration and circular economy practices, ensuring synergetic development of safe carbon reduction efforts and steady operation.

We ensure clear guidelines and regulations in addressing climate change risks by adhering to a series of management regulations, including the "Measures for Management of Carbon Emissions", the "Carbon Peak Action Plan", and the "Measures on EHS Accident and Incident Management". These regulations provided a solid foundation for effectively responding to the impacts of climate change in 2024 while ensuring financial stability throughout the process and preventing financial losses caused by climate change.

风险管理

我们采用定量与定性结合的方法识别、评估和应对气候相关风险：

• 风险识别

首先，明确气候变化相关风险范围，将「自然灾害事件」纳入EHS事故事件分类，包括台风、洪水、高温等极端天气事件；同时，定义「碳排放事件」涵盖碳排放数据造假、配额未履约等直接影响气候变化管理的风险。通过环境监测、历史数据分析、政府预警信息及行业趋势分析，识别可能由气候变化引发的风险。

- **外部政策监管分析：**定期跟踪国家及地方政府的碳排放法规、环保税收政策，评估对生产和供应链的影响。
- **市场趋势研究：**分析消费者对低碳产品、绿色包装的需求变化，调整产品策略。
- **供应链评估：**定期评估原材料供应商的碳足迹，推动绿色供应链建设。

• 风险优先排序

我们对风险进行优先级排序，以识别和处理最相关和严重的风险。我们重点关注那些潜在影响大且发生概率高的风险，同时也不忽视那些虽然发生概率低但一旦发生将产生深远影响的单一风险。

作为快消品企业，天气变化情况与我们的运营直接相关，我们要求各单位制定极端天气应急预案，明确预警响应、人员疏散、物资储备等流程；并明确各级EHS责任人职责，例如工厂负责人需确保防汛设施完备。

RISK MANAGEMENT

We adopt a combination of quantitative and qualitative approaches to identify, assess and respond to climate-related risks:

• Risk Identification

First, we define the scope of climate change-related risks by incorporating "natural disaster events" into the EHS incident classification system. This includes extreme weather events such as typhoons, floods and heatwaves. Additionally, we define "carbon emission incidents" to cover risks that directly impact climate change management, such as falsification of carbon emission data and failure to meet carbon quota obligations. By leveraging environmental monitoring, historical data analysis, government's early warning information, and industry trend analysis, we identify potential risks arising from climate change.

- **External Policy and Regulatory Analysis:** We regularly track national and local government's regulations on carbon emissions and environmental tax policies to assess their impact on production and supply chains.
- **Market Trend Research:** We analyze changes in consumer demand for low-carbon products and green packaging to adjust our product strategy accordingly.
- **Supply Chain Assessment:** We conduct regular evaluations of raw material suppliers' carbon footprints to promote the development of a green supply chain.

• Risk Prioritization

We conduct risk prioritization to identify and address the most relevant and severe risks. Our focus lies on risks with high potential impact and likelihood of occurrence, while remaining vigilant against low-probability but high-consequence single-event risks.

As an fast moving consumer goods enterprise, weather fluctuations directly impact our operations. We mandate all units to develop extreme weather contingency plans, specifying procedures for early warning response, personnel evacuation, and emergency resource stockpiling. At the same time, responsibilities of EHS responsible persons at all levels are clearly defined, such as factory managers need to ensure flood prevention infrastructure are in place.

• 风险监控与整合

实时报告与跟踪：对可记录事故事件要求即时快报，并在24小时内提交初步报告，5日内完成调查报告。

数字化管理：未来我们计划通过EHS管理信息化系统实现气候风险数据的线上采集与分析，动态监控碳排放、设备状态及环境指标。

- **碳排放密度（吨二氧化碳当量／千升产量）**，确保符合政府碳减排目标。
- **水资源消耗（吨水／千升产量）**，优化水资源管理，提高水资源利用率。
- **供应链稳定性**，监测原材料（如大麦、玻璃瓶、铝罐）价格与供给波动，降低极端天气对采购的影响。

• 风险应对措施

我们已采取一系列措施降低气候变化相关风险：

- **能源结构优化**：提升可再生能源在生产过程中的使用比例，减少化石燃料依赖。
- **绿色供应链管理**：推动供应商减少碳排放，优化原材料采购渠道，降低气候变化对供应链的影响。
- **生产工艺优化**：引入节能减排技术，如废热回收系统、智能能耗管理系统，以降低碳足迹。
- **环保包装创新**：减少塑料包装使用，推广轻量化玻璃瓶、铝罐等可回收包装材料。
- **应急预案**：针对极端天气事件（如洪水、台风等）制定生产和物流应急方案，确保供应链稳定。

• Risk Monitoring and Integration

Real-time reporting and tracking: Immediate reporting is required for all recordable incidents, with preliminary reports submitted within 24 hours and investigation reports finalized within 5 days.

Digital management: We plan to collect and analyse climate risk data online through the EHS management information system, and dynamically monitor carbon emissions, equipment status and environmental indicators.

- **Carbon emission intensity (tonnes of CO₂e/kilolitre output)**, to ensure compliance with the government carbon reduction targets.
- **Water consumption (tonnes of water/kilolitre output)**, to optimise the water management and to improve water utilisation.
- **Supply chain stability**, to monitor price and supply fluctuations of raw materials (e.g. barley, glass bottles, aluminium cans) and reduce the impact of extreme weather on purchasing.

• Risk Mitigation Measures

We have implemented a series of measures to mitigate risks associated with climate change:

- **Optimization of Energy Structure:** Increasing the proportion of renewable energy in production processes to reduce reliance on fossil fuels.
- **Green Supply Chain Management:** Encouraging suppliers to reduce carbon emissions, optimizing raw material procurement channels, and minimizing the impact of climate change on the supply chain.
- **Production Process Optimization:** Introducing energy-saving and emission-reduction technologies, such as waste heat recovery systems and intelligent energy management systems, to lower carbon footprints.
- **Innovative Eco-friendly Packaging:** Reducing the use of plastic packaging and promoting lightweight, recyclable materials such as glass bottles and aluminum cans.
- **Contingency Plans:** Developing emergency response plans for production and logistics in the event of extreme weather conditions (e.g., floods, typhoons) to ensure supply chain stability.

二零二四年，面对超强台风「摩羯」，我们采取了全面的风险管理措施，包括遵守政府应急指挥、准备应急救援物资、调整生产计划、加强设施防护、禁止恶劣天气下的高风险作业、制定电力和通信中断应对措施以及加强值班值守，以确保人员安全和业务连续性，减轻台风可能带来的影响。我们通过提前预判及响应，避免极端天气情况带来的财务损失。

我们采取了一系列风险应对措施以减缓和适应气候变化带来的挑战，包括推广电瓶车以实现二零三零年100%的覆盖率、到二零二五年至少90%的工厂采用冷清洗技术，提升清洁化水平，以及推进沼气回收项目确保二零二五年所有基地工厂100%配置沼气锅炉。适应措施涉及建立应急原料储备机制以应对气候灾害，并强化舆情监控以降低因环保合规问题引发的声誉风险。转移措施则包括研究碳资产交易与绿色金融工具，以对冲政策与市场风险，在通过减少碳排放、提高能源效率和增强公司对气候变化的适应能力。

指标和目标

我们正通过系统性气候行动框架积极响应气候变化，其目标体系与TCFD建议深度契合。公司以全价值链减排为核心，制定分阶段减碳路径：短期聚焦降低范围1+2碳排放密度、提升可再生能源比例，并计划于二零二五年前保持工业固废综合利用率不低于98%；中长期目标则致力于深化减排幅度、迈向零填埋生产模式及构建高回收率的包装循环体系。

In 2024, in response to the super typhoon “Yagi”, we implemented comprehensive risk management measures, including compliance with government emergency directives, preparation of emergency relief supplies, adjustment of production schedules, reinforcement of facility protections, prohibition of high-risk operations during severe weather, development of contingency plans for power and communication disruptions, and enhanced duty shifts. These actions were taken to ensure personnel safety and business continuity, mitigating the potential impacts of the typhoon. Through proactive anticipation and response, we successfully avoided financial losses that could have resulted from the extreme weather conditions.

We have adopted a series of risk mitigation measures to mitigate and adapt to the challenges posed by climate change. These measures include promoting electric forklifts to achieve 100% coverage by 2030, at least 90% of factories will adopt cold cleaning technology to improve the cleaning level by 2025, and advancing biogas recovery projects to guarantee that 100% of base factories are equipped with biogas boilers by 2025. The adaptation measures involve establishing emergency raw material reserve mechanisms to address climate disasters and strengthening public opinion monitoring to reduce reputational risks arising from environmental compliance issues. The transfer measures include researching carbon asset trading and green financial instruments to hedge against policy and market risks, while reducing carbon emissions, improving energy efficiency, and enhancing the Company’s resilience to climate change.

METRICS AND TARGETS

We are actively responding to climate change through a systematic climate action framework, its target system closely aligns with the TCFD suggestions. Focusing on the emission reduction of the entire value chain, the Company has developed a phased carbon reduction path. In the short term, we will focus on reducing the carbon emission intensity of Scope 1+2 and increasing the proportion of renewable energy, and target to maintain a comprehensive utilization rate of industrial solid waste of no less than 98% by 2025. In the medium- and long-term, we will strive to deepen the extent of emission reduction, shift towards the production model of zero waste to landfill and establish a packaging recycling system with high recycling rate.

指标 Indicators	2024年已达成 Achievements in 2024	2025年目标 Objectives for 2025	2030年及中长期目标 Objectives for 2030 and medium- and long-term goals
碳排放 Carbon emission	- 范围1：167,000吨二氧化碳当量 Scope 1: 167,000 tonnes CO₂e - 范围2：564,000吨二氧化碳当量 Scope 2: 564,000 tonnes CO₂e - 范围(1+2)同比下降9.3% Scope (1+2) decreased by 9.3% year-on-year - 完成二零二三年价值链范围3碳排放量核算 The accounting of Scope 3 carbon emission along the value chain in 2023 was completed	单位产品碳排放密度较二零二零年下降20%。 Reduce carbon emission intensity per unit of product by 20% compared with 2020.	较二零二五年再下降25%。 Further reduce by 25% compared with 2025.
可再生能源 Renewable energy	超过40%可再生电力 The proportion of renewable electricity exceeded 40%	可再生电力使用量占比不低于50% The utilisation of renewable electricity accounts for no less than 50%	长期目标达到100%可再生电力 The long-term goal is to reach 100% renewable electricity
循环经济 Circular economy	完成价值链涵盖铝罐、玻璃瓶等包装材料的碳核查。 The carbon verification for the value chain was completed, covering aluminum cans, glass bottles and other packaging materials.	工业固废综合利用率保持不低于98%。 The solid waste integrated utilization rate maintains at no less than 98%.	所有包装材料100%具备可回收、可再利用、可再生或可降解中至少一项环境属性。 100% of all packaging materials have at least one environmental attribute, i.e. recyclable, reusable, renewable or degradable.

二零二四年，本集团首次系统性开展范围三温室气体排放核查工作。基于《温室气体核算体系》(GHG Protocol)框架标准，我们完整识别并量化了全部15个排放类别，并完整披露了11个与公司实际业务运营直接相关的排放类别数据；其余4个类别经严格确认，与本集团当前业务范畴无关联，因此不作披露。

In 2024, the Group conducted its first systematic Scope 3 GHG emissions verification in full compliance with the Greenhouse Gas Protocol (GHG Protocol) framework. We comprehensively identified and quantified all 15 emission categories, disclosing complete data for the 11 categories directly relevant to our core business operations. The remaining 4 categories were rigorously verified as non-applicable to the Group’s current operational scope, thus exempt from disclosure.

5

每一步足迹扎根社区，每一份担当酿就美好 CO-NURTURING COMMUNITY HARMONY, CO-SHARING SOCIAL RESPONSIBILITY

华润啤酒积极履行央企社会责任，根据自身业务发展特点与行业特性，聚焦社会热点议题，在助残扶弱、基础教育、乡村振兴、产城融合、基层关爱等领域持续投入资源。用大爱回馈社会，以温度服务社区，不负华润啤酒「酿造美好生活」的初心。

As a central state-owned enterprise, CR Beer actively fulfills its social responsibilities by leveraging its industry expertise to address critical societal issues. We channel resources into five pivotal areas: supporting the disadvantaged and disabled, enhancing foundational education, driving rural revitalization, promoting urban-industrial integration, and delivering grassroots care programs. With unwavering compassion, we give back to society through meaningful actions while bringing warmth to local communities, living up to our founding mission of "brewing a better life".

本章节所回应的UNSDGs： UNSDGs responded to in this chapter:



本章所回应的ESG重要性议题： The ESG materiality issues responded to in this chapter:

- 人权、多元、公平和共融
Human right, Diversity, Equality and Inclusion
- 倡导本地采购、生产及销售
Advocating Local Sourcing, Production and Sales

本章所涉及的联交所ESG指标： ESG indicators of the Stock Exchange covered in this chapter:

- B8社区投资
B8 Community investment

本章所涉及的GRI指标： GRI indicators covered in this chapter:

GRI203、GRI413

联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位 Unit	2025 目标 Target	2024	2023	2022
1 NO POVERTY 无贫穷 2 ZERO HUNGER 零饥饿 3 GOOD HEALTH AND WELL-BEING 良好健康与福祉 4 QUALITY EDUCATION 优质教育 8 DECENT WORK AND ECONOMIC GROWTH 体面工作和经济增长 10 REDUCED INEQUALITIES 减少不平等 17 PARTNERSHIPS FOR THE GOALS 促进目标实现的伙伴关系	央企责任担当， 共建和谐社会 Assuming responsibility of a central enterprise to jointly build a harmonious society	社会公益投入资金 (含捐资及物资折价) Investment in social welfare (including donations and material discounts)	万元人民币 RMB0'000	>2,200,000	2,700,000	2,665,000	-

二零二四年，我们在社会公益事业方面投入资金总额达270万元人民币，涵盖捐资及物资折价。同时，我们积极开展志愿者活动，全年累计志愿服务时长3,658小时，参与人次达1,346次，注册志愿者人数为1,213人。

In 2024, we invested a total of RMB2.7 million in social welfare projects, including donations and material discounts. Meanwhile, we actively carried out volunteer activities, with a total of 3,658 hours of volunteer service, 1,346 participants and 1,213 registered volunteers throughout the year.

希望小镇
Hope Town

华润啤酒于二零二二年启动与遵义希望小镇的结对帮扶项目，除了派驻工作人员实施重点帮扶以外，还每年捐赠20万元人民币。二零二四年捐赠款项主要用于遵义小镇基础设施维护、产业发展、环境改善、助学幼教、人才培养和文化宣传活动等。

In 2022, CR Beer initiated a paired assistance project with Zunyi Hope Town. In addition to dispatching staff for key support initiatives, it also donates RMB200,000 annually. In 2024, the donated funds were mainly used to the maintenance of infrastructure, industrial development, environmental improvements, preschool education, personnel training and cultural publicity activities.



企业担当扶残筑梦：贵州金沙金蚕基金正式启动
Empowering Disables: Guizhou Jinsha "Golden Silkworm Fund" Officially Launched

金蚕基金是贵州金沙与贵州省残疾人福利基金会共同发起项目，通过资金、平台和技术支持，扶助残疾人创业就业、教育支持及重点公益专案，助力残疾人群体融入社会，实现社会公益、企业效益和残疾人利益的三重共赢。



The Golden Silkworm Fund is a joint initiative launched by Guizhou Jinsha and the Guizhou Disabled Persons' Welfare Foundation. By providing financial support, platforms, and technical assistance, the fund aims to empower persons with disabilities through entrepreneurship and employment opportunities, educational support, and key public welfare projects, facilitating their social integration and achieving a triple-win outcome—social good, corporate value, and benefits for the disabled community.

金蚕基金长效支持机制

(年度捐赠总额：200万-1,000万元人民币)

Golden Silkworm Fund – Sustainable Support Mechanism
(Annual Donation Range: RMB 2M–10M)

固定捐赠

(每年200万元人民币)

Fixed Donation
(RMB 2 million annually)

消费捐赠

(根据企业实际情况，每年最高不超过800万元人民币)

Consumption-Based Donation
(Up to RMB 8 million annually, based on actual sales performance)

每年向基金池注入固定捐赠资金200万元人民币
A guaranteed annual injection of RMB2 million into the fund.

金沙回沙酒(金沙经典)
年销售额中按照约定比例提取
Portion of annual sales from Jinsha Huisha Baijiu (Classic Edition)

金蚕公益产品年销售额中按照约定比例提取
Portion of annual sales from Golden Silkworm Charity Products

- 二零二四年底已完成首次固定捐赠注资**200万**元人民币
First fixed donation of RMB**2 million** completed by end of 2024
- 计划培训**300**人次，帮助创业就业
Plan to train **300** individuals and assist in job creation/entrepreneurship
- 计划推荐**50**名优秀残疾人主播就业
Aim to recommend **50** outstanding disabled to take live-stream hosts
- 计划扶助**5**例「智能仿生假肢」项目和**3**例「狮聪之爱」人工耳蜗项目
Fund **5** "Smart Bionic Prosthetics" cases and **3** "Lion's Love" cochlear implant cases
- 同时，为孤独症儿童群体开展线上辅导课、干预治疗和公益艺术展开展专题活动
Support for Children with Autism with online tutoring, intervention therapy, and public art exhibitions



兴农惠民

Empower agriculture, enrich lives

由国务院国资委社会责任局指导，央企消费帮扶电商平台（国网数字科技控股有限公司）主办的第三届「央企消费帮扶兴农周活动」在京成功落幕。今年的「兴农周」以「央企携手，兴农惠民」为主题，组织动员中央企业采购、帮销国资央企定点帮扶县和对口支援县优质农产品，华润啤酒积极跟随集团脚步响应兴农号召，在线下活动期间积极组织各职能部门、直属机构以及北京营销中心在京同事观展，为优质农产品站台、为消费帮扶助力。



Guided by the Bureau of Social Responsibility of SASAC and hosted by the Central SOEs E-commerce Platform for Poverty Alleviation (State Grid Digital Technology Holding Co.,LTD.), the third Central SOEs Consumption-driven Poverty Alleviation and Rural Revitalization Week (央企消费帮扶兴农周活动) successfully concluded in Beijing. Centered on the theme "State-Owned Enterprises Unite to Empower Agriculture and Enrich Lives", the Rural Revitalization Week this year mobilized central enterprises to procure and promote premium agricultural products from SASAC-designated assistance counties and paired support regions. As an active participant, CR Beer followed the Group's lead in advancing rural revitalization efforts. During the offline events, the Company organized employees from functional departments, affiliated institutions, and its Beijing marketing center to attend the exhibition, where they showcased premium agricultural products and bolstered consumption-driven poverty alleviation initiatives.

爱国教育

Patriotic Education

二零二四年七月，华润啤酒在港员工参与由华润集团组织的「七一」军营开放参观活动。华润啤酒员工代表及其子女参与了包括升旗仪式、驻香港部队展览中心的「梦起东方」主题展览，装备展示和战斗表演等环节，引导员工深入了解国家军事历史和解放军驻港部队工作，厚植国防教育爱国主义情怀。

In July 2024, CR Beer's staff in Hong Kong participated in the "1st July" military camp open house organised by CRH. Employee representatives of CR Beer and their children participated in the flag-raising ceremony, the "Dreaming of the East" themed exhibition at the PLA Hong Kong Garrison Exhibition Center, the equipment display and the battle show, etc., which guided the staff to gain a deeper understanding of the China's military history and the work of the People's Liberation Army Hong Kong Garrison, and to cultivate patriotism in national defence education.



基层关爱
Junior care

在香港回归祖国暨香港特别行政区成立27周年之际，华润啤酒联合香港本地社企「北河同行」，面向香港基层家庭、独居长者开展「基层乐融融七一派福袋」活动。本次活动共准备1,000份福袋，包含食用油、罐头等生活物资，由华润啤酒「润雪」义工队向深水埗地区居民现场派发，展现驻港央企的责任与使命。

华润啤酒自二零一三年开始捐款支持青年音乐训练基金，以行动支援基金公益活动及扶助香港弱势青年。

华润啤酒自二零一四年开始支持Rainbow Foundation，除了捐款支持，亦积极参加其举办的慈善步行活动，以行动支持基金及在港弱势社群的儿童及青少年。

On the occasion of the 27th anniversary of the return of Hong Kong to the motherland and the establishment of the Hong Kong Special Administrative Region, CR Beer, in collaboration with a local social enterprise "Beihe Tongxing" (北河同行), organised the activity "Grassroots Lucky Bags Distribution on 1st July" (基层乐融融七一派福袋) for grass-roots families and single elders in Hong Kong. A total of 1,000 lucky bags, including cooking oil, canned food and other daily necessities, were prepared and distributed to Shamshuipo residents by CR Beer's volunteer team "Runxue" (润雪). This demonstrated the responsibility and mission of the central state-owned enterprises in Hong Kong.

Since 2013, CR Beer has donated to the Music for Our Young Foundation to support the Fund's public welfare activities and help underprivileged young people in Hong Kong.

Since 2014, CR Beer has been supporting Rainbow Foundation. In addition to monetary donations, we also actively participated in the charity walk activities organized by the Rainbow Foundation to support it and the underprivileged children and teenagers in Hong Kong.

捐资助学
Contribute to public welfare and education

华润啤酒心系偏远地区的困难家庭与学生，二零二四年九月，华润啤酒员工代表来到四川省万源市蜂桶乡开展「捐资助学送温暖，真情播撒新希望」助学活动，慰问受助家庭并捐献善款，鼓励受助学生用知识改变命运，帮助受助家庭渡过难关。

CR Beer cares about difficult families and students in remote areas. In September 2024, employee representatives of the CR Beer demonstrated their commitment to underprivileged families and students in remote areas by organizing a charitable event titled "Donating for Education, Spreading Warmth, and Sowing New Hope" (捐资助学送温暖，真情播撒新希望) in Fengtong Township, Wanyuan City, Sichuan Province. The representatives visited the assisted families, donated funds, and encouraged the students to change their destinies through knowledge, while helping the families overcome their difficulties.



产城融合

Industry-city integration to build a beer town

二零二四年底，在华润啤酒成立30周年之际，以酒文化为主题的BREW TOWN啤酒小镇正式亮相，是产城融合的创新典范。该项目通过对老厂区的活化改造，打造了集酒文化、品质餐饮、创意娱乐于一体的主题商业街区，一方面带动当地就业及社区发展，另一方面构建满足居民休闲消费需求的公共空间，将产业升级与城市焕新有机结合，充分彰显华润啤酒在推动产城融合发展中的社会责任担当。

At the end of 2024, coinciding with the 30th anniversary of CR Beer's establishment, we formally launched BREW TOWN, which is themed around beer culture and is an innovative model of the integration of industry and city. By revitalizing and upgrading the old factory area, the project creates a themed commercial block integrating beer culture, quality catering and creative entertainment. On the one hand, it promotes local employment and community development, and on the other hand, it builds a public space to meet the leisure consumption needs of residents, and organically combines industrial upgrading with urban rejuvenation. This fully demonstrates CR Beer's commitment to social responsibility in promoting the integration of industry and city development.



附录一：可持续发展数据摘要 APPENDIX I: SUSTAINABILITY DATA SUMMARY

	单位 Unit	二零二四年 2024	二零二三年 2023	二零二二年 ² 2022
产品及客户服务 Product and Customer service				
总体不良体验投诉数量 Number of complaint received	宗 Cases	17,588	22,058	20,607
产品不良体验投诉数量 Number of complaints about defective product	宗 Cases	3,455	4,580	4,992
服务不良体验投诉数量 Number of complaints about poor service	宗 Cases	14,133	17,478	15,615
客户投诉回馈处理解决率 Customer complaint settlement rate	%	97.5%	97.0%	96.0%
客户投诉回访率 Re-visit rate of customer complaints	%	92.1%	89.8%	90.0%
呼叫中心的接通率 Effective communication rate of call center	%	99.7%	99.7%	99.6%
在15秒内接通电话比率 Proportion of phone calls answered within 15 seconds	%	99.6%	99.6%	99.5%
接到投诉后的回复时间 Responsive time after receiving complaint	分钟 Minutes	30分钟以内 Within 30 minutes	30分钟以内 Within 30 minutes	30分钟以内 Within 30 minutes
投诉处理客户满意度调查得分 Survey score of customer satisfaction on complaints handling	分 Points	86.5	87.0	87.0
供应商管理 Supplier management				
入选供应商总数目 Total selected suppliers	家 Suppliers	5,627	4,752	4,300
按地区划分入选供应商 Selected suppliers by geographical location				
中国内地 Mainland China	%	99.9%	99.9%	99.7%
其它地区 Other regions	%	0.1%	0.1%	0.3%
供应商循环动态管理 Circulation dynamics management of suppliers				
审查的供应商数量 Number of suppliers reviewed	家 Suppliers	573	547	347
因不合规被终止合作的供应商数量 Number of suppliers whose cooperation was terminated due to non-compliance	家 Suppliers	116	44	19
因不合规被否决的潜在供应商数量 Number of potential suppliers rejected due to non-compliance	家 Suppliers	119	92	0
供应商风险管理 Supplier risk management				
参与应知应遵测试的供应商 ¹ Number of suppliers participated in the test regarding what should be understood and followed ¹	家 Suppliers	224	69	23
测试达标的供应商 Number of suppliers passed the test	家 Suppliers	224	69	23

¹ 二零二三年，我们于仅对新加入的啤酒供应商进行「应知应遵应识」测试，以上数字并不包含过往已完成相关测试的供应商。

¹ In 2023, we conducted a test regarding “What Should Be Understood and Followed” for newly-joint suppliers only, so the number presented above does not include suppliers who had previously completed relevant tests.

	单位 Unit	二零二四年 2024	二零二三年 2023	二零二二年 ² 2022
生产安全 Safe Production				
千人伤害率 The injury rate per thousand employees	%	0.89	0.84	0.50
因工亡故的员工人数 Number of work-related fatalities	人 People	0	0	0
损工事故发生数 Lost-time accidents (LTAs)	起 Case	29	30	11
损工人数 Number of work-related injuries	人 People	29	30	11
损工天数 Lost workdays	日 Days	556	906	436
员工管理 Employee Management				
员工总数 ² Total number of employees ²	人 People	26,059	27,232	24,027
男性 Male	人 People	18,870	19,490	17,456
女性 Female	人 People	7,189	7,742	6,571
按年龄组别划分的员工总数 Total number of employees by age group				
29岁或以下员工 Employees with age 29 or below	人 People	7,298	7,266	5,457
男性 Male	人 People	5,598	5,472	/
女性 Female	人 People	1,700	1,793	/
30-39岁员工 Employees with age between 30 and 39	人 People	10,208	10,815	10,473
男性 Male	人 People	7,042	7,413	/
女性 Female	人 People	3,166	3,402	/
40-49岁员工 Employees with age between 40 and 49	人 People	6,546	6,874	6,189
男性 Male	人 People	4,288	4,511	/
女性 Female	人 People	2,258	2,363	/
50岁或以上员工 Employees with age 50 or above	人 People	2,007	2,277	1,908
男性 Male	人 People	1,942	2,094	/
女性 Female	人 People	65	183	/
按级别划分的员工总数 Total number of employees by grade				
高层员工 Senior management	人 People	517	514	809
男性 Male	人 People	467	466	687
女性 Female	人 People	50	48	122
中层员工 Middle-level employees	人 People	2,337	2,365	2,379
男性 Male	人 People	1,925	1,961	1,970
女性 Female	人 People	412	404	409

² 二零二四及二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙，导致同比变幅出现波动。二零二二年数据已修正，不再以四舍五入呈现。

² The data for 2024 and 2023 includes Guizhou Jinsha, but the data for 2022 does not, resulting in fluctuations in year-on-year changes. The data for 2022 has been corrected and is no longer presented with rounding.

	单位 Unit	二零二四年 2024	二零二三年 2023	二零二二年 ² 2022
基层员工 Junior employees	人 People	23,205	24,353	20,839
男性 Male	人 People	16,478	17,063	14,799
女性 Female	人 People	6,727	7,290	6,040
按地区划分的员工总数 Total number of employees by region				
中国内地 Mainland China	人 People	26,007	27,179	23,984
中国香港 Hong Kong, China	人 People	52	53	43
多元、公平与包容 Diversity, Equity & Inclusion				
男/女薪酬比 Male-to-female pay ratio	/	1:0.907	1:0.879	/
董事会女性占比 Percentage of female directors	%	8.3	16.7	9.1
员工女性占比 Percentage of female employees	%	27.6	28.4	7.3
中级管理人员女性占比 Percentage of female mid-level employees	%	17.6	17.1	17.9
高级管理人员女性占比 Percentage of female senior management	%	9.7	9.3	15
新入职员工女性占比 Percentage of female new hires	%	19.2	18.3	18.2
员工涵盖的民族数量 Number of ethnic groups represented in workforce	种 Types	42	41	/
残障员工 Employees with disabilities	人 People	43	55	83
员工流失 Employee Turnover				
员工主动流失率 ³ Voluntary turnover rate of employees ³	%	10.2	10.0	8.2
按性别划分的员工主动流失率 Voluntary turnover rate of employees by gender				
男性 Male	%	10.8	11.5	9.3
女性 Female	%	8.6	6.4	5.3
按年龄组别划分的员工主动流失率 Voluntary turnover rate of employees by age group				
29岁或以下员工 Employees with age 29 or below	%	24.8	26.9	26.4
30-39岁员工 Employees with age between 30 and 39	%	5.5	5.5	4.2
40-49岁员工 Employees with age between 40 and 49	%	2.3	2.1	1.3
50岁或以上员工 Employees with age 50 or above	%	7.1	1.8	0.5
按地区划分的员工主动流失率 Voluntary turnover rate of employees by region				
中国内地和香港 Mainland China and Hong Kong, China	%	10.2	10.0	8.2
员工培训数据 Employee training data				
受训员工人数 Total number of employees trained	人 People	25,521	27,232	24,027
员工培训覆盖率 Training coverage rate of employees	%	97.9%	100%	100%

³ 主动流失率=该类别主动提出离职(辞职、合同到期等)人数÷该类别员工人数

³ Voluntary turnover rate = Number of employees in that category who voluntarily propose to leave (resignation, contract expiration, etc.) ÷ Number of employees in that category

	单位 Unit	二零二四年 2024	二零二三年 2023	二零二二年 ² 2022
按性别划分的培训覆盖率⁴ Training coverage rate by gender⁴				
男性 Male	%	98.4%	100%	100%
女性 Female	%	96.8%	100%	100%
按级别划分的培训覆盖率⁴ Training coverage rate by grade⁴				
高层员工 Senior management	%	97.5%	100%	100%
中层员工 Middle-level employees	%	98%	100%	100%
基层员工 Junior employees	%	97.9%	100%	100%
培训投入 Training cost				
员工培训总投入 Total training cost of employees	人民币元 RMB	29,203,114	24,222,603	15,736,000
员工人均培训投入 Average training cost per employee	人民币元 RMB	1,121	890	655
培训时数 Training hours				
员工培训总时长 Total training hours of employees	小时 Hours	1,203,360	966,066	761,500
员工人均培训时长 Average training hours per employee	小时 Hours	46.18	35.5	31.7
员工人均培训时长—按性别拆分⁵ Average training hours by gender⁵				
男性 Male	小时 Hours	46.88	35.7	32.0
女性 Female	小时 Hours	44.32	34.9	30.7
员工人均培训时长—按级别拆分⁵ Average training hours by grade⁵				
高层员工 Senior management	小时 Hours	47.49	37.6	28.4
中层员工 Middle-level employees	小时 Hours	65.98	36.8	30.2
基层员工 Junior employees	小时 Hours	44.16	35.3	32.0
能源使用数据 Energy consumption data				
单位综合能耗密度 Consolidated energy consumption intensity per unit	1,000千瓦时／ 千升产量 1,000 kWh/ kilolitre output	0.1639	0.1708	0.1584
总能源消耗量 Total Energy Consumption	1,000千瓦时 1,000 kWh	1,820,297	1,848,696	1,804,685
直接能源消耗量—非可再生能源来源 Direct Energy Consumption – Non-renewable energy sources	1,000千瓦时 1,000 kWh	310,805	358,313	410,293
直接能源消耗量—可再生能源来源 Direct Energy Consumption – Renewable energy sources	1,000千瓦时 1,000 kWh	/	8,466	7,318
间接能源消耗量—外购电力 Indirect Energy Consumption – Electricity purchased	1,000千瓦时 1,000 kWh	578,013	551,235	565,551
间接能源消耗量—外购蒸汽 Indirect Energy Consumption – Imported steam	1,000千瓦时 1,000 kWh	931,479	930,683	821,523

⁴ 培训覆盖率=该类别受训员工人数÷该类别员工人数。

⁵ 员工人均培训时长=该类别员工培训总时长÷该类别员工人数。

⁴ Training coverage rate = Number of employees trained in that category ÷ Number of employees in that category.

⁵ Average training time per employee = Total training time for employees in that category ÷ Number of employees in that category.

	单位 Unit	二零二四年 2024	二零二三年 2023	二零二二年 ² 2022
废气排放物数据 Data of air emissions				
二氧化硫(SO ₂) Sulphur dioxide (SO ₂)	吨 Tonnes	7	9	9
氮氧化物(NO _x) Nitrogen oxides (NO _x)	吨 Tonnes	61	60	67
颗粒物(PM) Particulate Matter (PM)	吨 Tonnes	29	25	24
挥发性有机化合物(VOC) Volatile organic compounds (VOC)	吨 Tonnes	0.0124	0.0158	/
温室气体排放数据 Data of greenhouse gas emissions				
温室气体排放总量(范围1) Total green-house gas emission (Scope 1)	千吨二氧化碳当量 1,000 tonnes CO ₂ e	167	177	202
温室气体排放总量(范围2) Total green-house gas emission (Scope 2)	千吨二氧化碳当量 1,000 tonnes CO ₂ e	564	629	648
温室气体排放总量(范围1+2) Total green-house gas emission (Scope 1+2)	千吨二氧化碳当量 1,000 tonnes CO ₂ e	731	806	850
单位温室气体排放密度(范围1) Greenhouse gas emissions intensity per unit (Scope 1)	吨二氧化碳 当量/千升产量 Tonnes of CO ₂ e/ kilolitre output	0.015	0.016	0.018
单位温室气体排放密度(范围2) Greenhouse gas emissions intensity per unit (Scope 2)	吨二氧化碳 当量/千升产量 Tonnes of CO ₂ e/ kilolitre output	0.051	0.058	0.057
单位温室气体排放密度(范围1+2) Greenhouse gas emissions intensity per unit (Scope 1+2)	吨二氧化碳 当量/千升产量 Tonnes of CO ₂ e/ kilolitre output	0.066	0.074	0.075
用水及取水数据 Data of water consumption				
单位产品水耗 Water consumption intensity per unit	立方米/ 每千升产量 Cubic metres/ kilolitre output	2.88	2.80	2.72
取水量 Water withdrawal	千立方米 1,000 cubic metres	32,008	30,337	30,923
取水量—地表水 Water withdrawal from surface water	千立方米 1,000 cubic metres	836	948	865
取水量—地下水 Water withdrawal from underground water	% 千立方米 1,000 cubic metres	2.6% 2,551	3.1% 2,260	2.8% 3,130
取水量—市政水厂 Water withdrawal from municipal water plants	% 千立方米 1,000 cubic metres	8.0% 28,621	7.4% 27,128	10.1% 26,928
	%	89.4%	89.4%	87.1%
污水排放数据 Data of sewage discharge				
污水排放总量 Total amount of sewage discharge	吨 Tonnes	21,685,607	19,719,807	18,901,871
污水排放量(排入市政管网) Amount of sewage discharged into municipal sewers	吨 Tonnes	21,028,675	19,166,471	18,673,132
污水排放量(排入自然水体) Amount of sewage discharged into natural waters	吨 Tonnes	656,932	553,336	228,739

	单位 Unit	二零二四年 2024	二零二三年 2023	二零二二年 ² 2022
水体污染物数据 Data of water pollutant				
化学需氧量(COD)	吨	849	789	892
Chemical Oxygen Demand (COD)	Tonnes			
化学需氧量(排入市政管网)	吨	827	765	886
COD (discharged into municipal sewers)	Tonnes			
化学需氧量(排入自然水体)	吨	22	25	6
COD (discharged into natural waters)	Tonnes			
氨氮排放总量	吨	82	82	90
Total ammonia nitrogen emissions	Tonnes			
氨氮排放量(排入市政管网)	吨	80	82	89.9
Ammonia nitrogen emissions (discharged into municipal sewers)	Tonnes			
氨氮排放量(排入自然水体)	吨	1.39	0.17	0.2
Ammonia nitrogen emissions (discharged into natural waters)	Tonnes			
废物产生量 Waste production				
一般固体废物产生量	千吨	1,505.7	1,482.5	1,525.2
General solid waste production	1,000 tonnes			
综合利用固体废物利用量	千吨	1,503.8	1,480.3	1,519.8
Integrated use of solid waste utilization	1,000 tonnes			
一般固体废物综合利用率	%	99.9%	99.9%	99.6%
General solid waste integrated utilization rate				
单位产品一般固体废物产生密度	吨/每千升产量	0.14	0.14	0.13
General solid waste production intensity per unit	tonnes/kilolitre output			
危险废物产生量	千吨	0.403	0.239	0.229
Hazardous waste production	1,000 tonnes			
可回收废弃物数据 Data of recyclable waste				
干酒糟产生量	千吨	242.0	215.3	225.2
Output of dried spent grains	1,000 tonnes			
干酒糟回收率	%	100%	100%	100%
Recycling rate of dried spent grains				
干废酵母产生量	千吨	16.6	17.0	16.6
Output of dried spent yeasts	1,000 tonnes			
干废酵母回收率	%	100%	100%	100%
Recycling rate of dried spent yeasts				
废曲草产生量	千吨	2.7	5.5	2.2
Output of spent yeast grass	1,000 tonnes			
废曲草回收率	%	100%	100%	100%
Recycling rate of spent yeast grass				
包装物数据 Packaging materials data				
包装材料消耗总量	千吨	6,155.5	6,366.2	/
Total consumption of packaging materials	1,000 tonnes			
白酒业务包装材料消耗总量	千吨	14.7	18.7	/
Total consumption of packaging materials in baijiu business	1,000 tonnes			
啤酒业务包装材料消耗总量	千吨	6,140.8	6,347.5	/
Total consumption of packaging materials in beer business	1,000 tonnes			

附录二：主要适用法律和法规之清单

APPENDIX II: LIST OF MAJOR APPLICABLE LAWS AND REGULATIONS

管治 Governance

《中华人民共和国宪法》	《中华人民共和国反不正当竞争法》
《中华人民共和国监察法》	《中央企业合规管理办法》
《中华人民共和国刑事诉讼法》	《国有企业管理人员处分条例》
《中华人民共和国反洗钱法》	
Constitution of the People's Republic of China	
Supervision Law of the People's Republic of China	
Criminal Procedure Law of the People's Republic of China	
Anti-Money Laundering Law of the People's Republic of China	
Anti-Unfair Competition Law of the People's Republic of China	
Compliance Management Measures for Central Enterprises	
Regulations on Disciplinary Actions Against Managers of State-Owned Enterprises	

产品 Products

《中华人民共和国产品质量法》	《互联网广告管理暂行办法》
《中华人民共和国食品安全法》	《反不正当竞争法》
《中华人民共和国消费者权益保护法》	《消费者权益保护法》
《食品标识管理规定》	《中国酒业「十四五」发展指导意见》
《食品相关产品质量安全监督管理暂行办法》	《中华人民共和国个人信息保护法》
《进出口食品安全管理办法》	《中华人民共和国网络安全法》
《产品防伪监督管理办法》	《中华人民共和国数据安全法》
《食品安全国家标准预包装食品标签通则》	《中华人民共和国商标法》
《食品经营许可和备案管理办法》	《中华人民共和国商标法实施条例》
《食品生产经营监督检查管理办法》	《中华人民共和国专利法》
《企业落实食品安全主体责任监督管理规定》	《中华人民共和国专利法实施细则》
《食品经营许可和备案管理办法》	《中华人民共和国著作权法》
《中华人民共和国广告法》	《中华人民共和国著作权法实施条例》
Product Quality Law of the People's Republic of China	
Food Safety Law of the People's Republic of China	
Consumer Rights Protection Law of the People's Republic of China	
Administrative Provisions on Food Labeling	
Interim Measures for the Supervision and Administration of Product Quality and Safety Related to Food	
Measures for the Administration of Import and Export Food Safety	
Administrative Measures for Product Anti-Counterfeiting Supervision	
General Standard for the Labeling of Prepackaged Food (National Food Safety Standard)	
Measures for the Administration of Food Business Licensing and Filing	
Measures for the Supervision and Inspection of Food Production and Operation	
Regulations on the Supervision and Administration of Enterprises' Implementation of Food Safety Responsibilities	
Measures for the Administration of Food Business Licensing and Filing	
Advertising Law of the People's Republic of China	
Interim Measures for the Administration of Internet Advertising	
Anti-Unfair Competition Law	
Consumer Rights Protection Law	
Guiding Opinions on the Development of China's Alcohol Industry During the "14th Five-Year Plan" Period	
Personal Information Protection Law of the People's Republic of China	
Cybersecurity Law of the People's Republic of China	
Data Security Law of the People's Republic of China	
Trademark Law of the People's Republic of China	
Implementing Regulations of the Trademark Law of the People's Republic of China	
Patent Law of the People's Republic of China	
Implementing Regulations of the Patent Law of the People's Republic of China	
Copyright Law of the People's Republic of China	
Implementing Regulations of the Copyright Law of the People's Republic of China	

员工 Employees

《中华人民共和国劳动法》	《中华人民共和国消防法》
《中华人民共和国劳动合同法》	《中华人民共和国职业病防治法》
《中华人民共和国社会保险法》	《生产经营单位安全培训规定》
《工伤保险条例》	《生产安全事故信息报告和处置办法》
《中华人民共和国妇女权益保障法》	《禁止使用童工规定》
《中华人民共和国基本医疗卫生与健康促进法》	《中华人民共和国未成年人保护法》
《中华人民共和国安全生产法》	《中华人民共和国工会法》
Labor Law of the People's Republic of China	
Labor Contract Law of the People's Republic of China	
Social Insurance Law of the People's Republic of China	
Regulations on Work-Related Injury Insurance	
Law of the People's Republic of China on the Protection of Women's Rights and Interests	
Basic Healthcare and Health Promotion Law of the People's Republic of China	
Work Safety Law of the People's Republic of China	
Fire Protection Law of the People's Republic of China	
Occupational Disease Prevention and Control Law of the People's Republic of China	
Regulations on Safety Training for Production and Business Entities	
Measures for the Reporting and Handling of Work Safety Accident Information	
Prohibition of Child Labor Regulations	
Law of the People's Republic of China on the Protection of Minors	
Trade Union Law of the People's Republic of China	

环境 Environment

《中华人民共和国环境保护法》	《啤酒工业污染物排放标准》
《中华人民共和国大气污染防治法》	《发酵酒精和白酒工业水污染物排放标准》
《中华人民共和国水污染防治法》	《锅炉大气污染物排放标准》
《中华人民共和国固体废物污染环境防治法》	《一般工业固体废物贮存、处置场污染控制标准》
《中华人民共和国土壤污染防治法》	《排污许可证申请与核发技术规范酒、饮料制造工业》
《水污染源在线监测系统安装及验收技术规范》	《排污单位自行监测技术指南酒、饮料制造》
《中华人民共和国长江保护法》	《中华人民共和国环境影响评价法》
《中华人民共和国黄河保护法》	《建设项目环境保护管理条例》
《排污许可管理条例》	
Environmental Protection Law of the People's Republic of China	
Air Pollution Prevention and Control Law of the People's Republic of China	
Water Pollution Prevention and Control Law of the People's Republic of China	
Solid Waste Pollution Prevention and Control Law of the People's Republic of China	
Soil Pollution Prevention and Control Law of the People's Republic of China	
Technical Specifications for the Installation and Acceptance of Online Monitoring Systems for Water Pollution Sources	
Yangtze River Protection Law of the People's Republic of China	
Yellow River Protection Law of the People's Republic of China	
Regulations on the Management of Pollutant Discharge Permits	
Emission Standards for Pollutants in the Beer Industry	
Emission Standards for Water Pollutants in the Fermented Alcohol and Distilled Spirits Industry	
Emission Standards for Air Pollutants from Boilers	
Pollution Control Standards for General Industrial Solid Waste Storage and Disposal Sites	
Technical Specifications for the Application and Issuance of Pollutant Discharge Permits for the Alcohol and Beverage Manufacturing Industry	
Guidelines for Self-Monitoring by Pollutant Discharge Entities in the Alcohol and Beverage Manufacturing Industry	
Environmental Impact Assessment Law of the People's Republic of China	
Regulations on the Environmental Protection Management of Construction Projects	

附录三：关于本报告

报告概览

本报告为华润啤酒(控股)有限公司(「本公司」或「华润啤酒」，连同其附属公司，统称「本集团」及「我们」，所发布的年度环境、社会及管治报告(「本报告」)，旨在就本集团由二零二四年一月一日至二零二四年十二月三十一日(「报告期间」，「二零二四年财政年度」或「二零二四年」)的相关信息披露。如欲查阅更多业务相关信息及有关本集团的企业管治常规，请参阅本集团的二零二四年年报。

编制依据

本报告按照了香港联合交易所有限公司《主版上市公司规则》附录C2《环境、社会及管治报告指引》(「上市规则」)，并参考全球报告倡议组织(Global Reporting Initiative, GRI)《可持续发展报告指南》(「GRI准则2021」)进行编制。本报告符合上市规则的「重要性」、「量化」、「平衡」，以及「一致性」的汇报原则编制而成：

重要性

Materiality

本集团在报告期间开展重要性评估，报告编制小组与关键利益相关方共同识别重要性议题，以确定本报告的披露内容及各议题的详细内容。本集团已聘请独立第三方顾问团队协助重新审视重要性议题列表，重要性议题的识别过程及更新后的分析结果已呈列于「重要性议题识别」之章节中。

The Group has commenced materiality assessment during the reporting period, under which our report preparation team works with key stakeholders to identify material issues so as to confirm the disclosable information and details of each issue. The Group has engaged an independent team of third party consultants to assist in reviewing the list of material issues. The identification process and updated analysis results have been presented in the section headed "Identification of Material Issues".

平衡

Balance

本集团以准确、客观及持平的态度描述每项议题，披露本集团在报告期间内的正面及负面信息，确保内容平衡和能够让读者合理地评估本集团的整体绩效。

The Group describes each issue in an accurate, objective and fair manner and discloses both positive and negative information of the Group during the reporting period to ensure balance of the content and help readers to reasonably assess the overall performance of the Group.

APPENDIX III: ABOUT THIS REPORT

OVERVIEW OF THE REPORT

This report is the annual environmental, social and governance report (the "Report") published by CR Beer (Holdings) Company Limited (the "Company" or "CR Beer", and together with its subsidiaries, the "Group" and "We") for the disclosure of relevant information of the Group from 1 January 2024 to 31 December 2024 (the "reporting period", "FY2024", or "2024"). For more information relating to the Group's business and its corporate governance practices, please refer to the Group's 2024 Annual Report.

BASIS OF PREPARATION

The Report is prepared in accordance with the "Environmental, Social and Governance Reporting Guide" under Appendix C2 to the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (the "Listing Rules") and with reference to the Sustainable Development Report Guide of Global Reporting Initiative (GRI) (the "GRI standards 2021"). The Report is prepared in accordance with the reporting principles of "materiality", "quantitative", "balance" and "consistency" of the Listing Rules:

量化

Quantitative

本集团各部门合作收集并记录环境及社会关键绩效数据，希望透过披露定量数据以展现本集团于环境及社会关键绩效指标中的表现。部份同比变幅与所呈列的数字直接计算的结果未必相等，因所呈列数据经四舍五入，但百分比变幅是以原始数据做计算。在个别情况下，该等百分比变幅数字之总和未必为100%。相关数据范围、计算标准及方式请参照相关章节。

Each department of the Group coordinates to collect and record the key performance data regarding the environment and the society in hope of presenting the Group's performance in the environmental and social key KPIs ("KPIs") through quantified data. Part of the year-on-year changes may not be equal to the results of direct calculation of the figures presented, as the figures presented are rounded, but the percentage changes are calculated based on the raw data. In individual cases, the sum of these percentage changes may not be 100%. Please refer to the related sections for the relevant scope, measurement standards and methods.

一致性

Consistency

除非另有说明，本报告中披露的数据均根据本集团所建立的统一信息收集流程和工作机制进行统计，因此相关的数据统计方式和编纂报告时所做的假设均保持一致，以确保数据可作逐年比较。

Unless stated otherwise, the data disclosed in the Report has been under statistical analysis based on the Group's standardized information collection process and working mechanism, thereby the relevant data statistical approach remains consistent with the assumptions made during preparation of the Report, to ensure year-to-year comparison of the data.

报告范围

除非另有说明，本报告的政策、案例及数据所涉及的范围主要涵盖本集团总部和其下属实际控制的控股公司及附属公司。本年度ESG报告时间跨度为零二四年一月一日至十二月三十一日。

于二零二三年一月十日（「交割日」），本集团完成对贵州金沙窖酒酒业有限公司（「贵州金沙」）的收购，贵州金沙自交割日起已成为本集团的间接非全资附属公司，纳入旗下华润酒业白酒业务板块管理。因此，贵州金沙二零二四及二零二三年资料已按相关制度收集、审核及纳入本年度ESG报告汇报范围，二零二二年同期不属于本集团附属公司，资料无法收集及披露。

报告目的

本报告为华润啤酒（控股）有限公司正式发布的第九份年度环境、社会及管治（「ESG」）报告。本报告旨在就本公司履行社会责任的承诺与利益相关方进行透彻沟通，并重点披露本集团于二零二四年在可持续发展ESG方面表现的相关内容，以响应利益相关方关注的重要议题。

编制流程

本报告参照上市规则订立了一套系统性的报告流程，通过与主要利益相关方定期沟通，针对本集团的ESG议题共同进行识别及重要性评估，以确立本报告的报告范围，并于各业务部门收集及检视相关资料。所有信息均来自本公司的正式文件、统计报告、财务报告及共享中心，从而统计分析并编制本报告。

报告版本

版本信息本报告提供繁体中文、简体中文及英文三个版本于本公司网址 www.crbeer.com.hk 供读者参阅。各版本如有歧异，应以繁体中文版为准。

意见回馈

如对本报告及其内容有任何疑问或意见，欢迎通过以下联系方式与本集团联系。

联系方式

地址：香港湾仔港湾道26号华润大厦
23楼2301&2310室
电话：(852)23609722
传真：(852)28740280
电邮：info@crb.cn
网址：www.crbeer.com.hk

投资者关系问询

电邮：ir@crb.cn

SCOPE OF THE REPORT

Unless otherwise specified, the policies, cases and data of the Report mainly involve in the Group's headquarters as well as holding companies and subsidiaries ultimately controlled by its subordinates. This year's ESG report covers the period from 1 January to 31 December 2024.

On 10 January 2023 (the "Completion Date"), the Group completed the acquisition of Guizhou Jinsha Jiaojiu Winery Industry Co., Ltd.* (贵州金沙窖酒酒业有限公司, "Guizhou Jinsha"), and Guizhou Jinsha has become an indirect non-wholly owned subsidiary of the Group since the Completion Date and was under the management of CRWH's baijiu business segment. As a result, the information of Guizhou Jinsha in 2024 and 2023 has been collected, reviewed and included in the reporting scope of this year's ESG report in accordance with the relevant systems, but the information for the same period in 2022 cannot be collected and disclosed since Guizhou Jinsha had not yet joined as a subsidiary of the Group.

PURPOSE OF THE REPORT

This is the ninth annual Environmental, Social and Governance ("ESG") report officially published by CR Beer (Holdings) Company Limited. The purpose of our Report is to communicate transparently with stakeholders about the Company's commitment to fulfill its social responsibilities, and focuses on disclosing the relevant content of the Group's performance on sustainable ESG development in 2024 in responses to material issues concerned by stakeholders.

PROCESS OF PREPARATION

The Report has established systematic reporting procedures with reference to the Listing Rules. We identify and assess the materiality of the ESG topics related to the Group through regular communication with our major stakeholders, on the basis of which the scope of the Report is defined. Relevant information is then collected and reviewed from various departments. All information comes from formal documents, statistical reports, financial reports and Shared Service Centers of the Company for statistical analysis and preparation of the Report.

VERSIONS OF THE REPORT

The Report is available in Traditional Chinese, Simplified Chinese and English versions on our website www.crbeer.com.hk. If there is any inconsistency among these versions, the Traditional Chinese version shall prevail.

FEEDBACK

If you have any questions or suggestions on the Report and its contents, please feel free to contact us via the following.

CONTACT

Address: Room 2301 & 2310, 23/F, China Resources Building,
No. 26 Harbour Road, Wanchai, Hong Kong
Tel.: (852)23609722
Fax: (852)28740280
Email: info@crb.cn
Website: www.crbeer.com.hk

INVESTOR RELATIONS ENQUIRIES

Email: ir@crb.cn

附录四：《环境、社会及管治报告指引》索引 APPENDIX IV: INDEX OF ESG REPORTING GUIDE

GRI准则 GRI Indicators	《报告指引》 Reporting Guide	《报告指引》或GRI准则内容 Reporting Guide or GRI Indicators	页码或备注 Page number or remark
环境议题 Environmental			
A1：排放物 A1: Emission Emission Emission			
GRI3-3 GRI305 GRI307	一般披露 General Disclosure	有关废气及温室气体排放、向水及土地的排污、有害及无害废弃物的产生等的： (a) 政策；及 (b) 遵守对发行人有重大影响的相关法律及规例的资料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	161-162, 175-176, 192-193, 226
GRI305-1 GRI305-2 GRI305-3 GRI305-6 GRI305-7	A1.1	排放物种类及相关排放数据。 The types of emissions and respective emissions information.	173-174, 182, 194, 223-224
GRI305-1 GRI305-2 GRI305-4	A1.2	直接(范围1)及能源间接(范围2)温室气体排放量(以吨计算)及(如适用)、密度(如以每产量单位、每项设施计算)。 Direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	173-174, 223
GRI306-3	A1.3	所产生有害废弃物总量(以吨计算)及(如适用)密度(如以每产量单位、每项设施计算)。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	194, 224
GRI306-3	A1.4	所产生无害废弃物总量(以吨计算)及(如适用)密度(如以每产量单位、每项设施计算)。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	194, 224
GRI3-3 GRI305-5	A1.5	描述所订立的排放量目标及为达到这些目标所采取的步骤。 Description of the emissions target(s) set and steps taken to achieve them.	160-183, 192-195
GRI3-3 GRI306-4 GRI306-5	A1.6	描述处理有害及无害废弃物的方法，及描述所订立的减废目标及为达到这些目标所采取的步骤。 Description of how hazardous and nonhazardous wastes are handled, and description of reduction target(s) set and steps taken to achieve them.	192-195
A2：资源使用 A2: Use of resources			
GRI3-3 GRI301 GRI302 GRI303	一般披露 General Disclosure	有效使用资源(包括能源、水及其它原材料)的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	161, 175, 184
GRI302-1 GRI302-3	A2.1	按类型划分的直接及/或间接能源(如电、气或油)总耗量(以千个千瓦时计算)及密度(如以每产量单位、每项设施计算)。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	172, 222
GRI303-5	A2.2	总耗水量及密度(如以每产量单位、每项设施计算)。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	175, 223
GRI3-3 GRI302-4 GRI302-5	A2.3	描述所订立的能源使用效益目标及为达到这些目标所采取的步骤。 Description of the energy use efficiency target(s) set, and steps taken to achieve them.	160-172
GRI3-3 GRI303	A2.4	描述求取适用水源上可有任何问题，以及所订立的用水效益目标及为达到这些目标所采取的步骤。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	175-183
GRI301-1	A2.5	制成品所用包装材料的总量(以吨计算)及(如适用)每生产单位占量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	189-190, 224

环境、社会及管治报告

Environmental, Social and Governance Report

GRI准则 GRI Indicators	《报告指引》 Reporting Guide	《报告指引》或GRI准则内容 Reporting Guide or GRI Indicators	页码或备注 Page number or remark
A3：环境及天然资源 A3: The environment and natural resources			
GRI3-3	一般披露 General Disclosure	减低发行人对环境及天然资源造成重大影响的政策。 Policies on minimising the issuer's significant impact on the environment and natural resources.	200-201, 196-199
GRI3-3 GRI303 GRI304 GRI306	A3.1	描述业务活动对环境及天然资源的重大影响及已采取管理有关影响的行动。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	200-201, 196-199
A4：气候变化 A4: Climate Change			
GRI3-3	一般披露 General Disclosure	识别及应对已经及可能会对发行人产生影响的重大气候相关事宜的政策。 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	202-212
GRI201-2	A4.1	描述已经及可能会对发行人产生影响的重大气候相关事宜，及应对行动。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	202-212
社会议题 Social			
B1雇佣 B1 Employment			
GRI3-3 GRI401-2 GRI405 GRI406	一般披露 General Disclosure	有关薪酬及解雇、招聘及晋升、工作时数、假期、平等机会、多元化、反歧视以及其它待遇及福利的： (a) 政策；及 (b) 遵守对发行人有重大影响的相关法律及规例的资料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	114-125, 226
GRI2-6 GRI2-7	B1.1	按性别、雇佣类型(如全职或兼职)、年龄组别及地区划分的雇员总数。 Total workforce by gender, employment type (for example, full-time or part-time), age group and geographical region.	124-125, 220-221
GRI405-1b	/	每种员工类别的员工百分比，按以下多元化类别分类：i. 性别；ii. 年龄组：30岁以下、30-50岁、50岁以上；iii. 其它相关的多元化指标(例如少数群体或弱势群体)。 The percentage of employees in each employee category, classified by the following diversity categories: i. gender; ii. age group: under 30, 30-50, over 50; iii. other relevant diversity indicators (e.g., minority or vulnerable groups).	124-125, 221
GRI401-1b	B1.2	按性别、年龄组别及地区划分的雇员流失比率。 Employee turnover rate by gender, age group and geographical region.	221
GRI401-1a	/	报告期内按年龄组别、性别和地区划分新进员工的总数和比例。 The total number and proportion of new hires during the Reporting Period, categorized by age group, gender, and region.	221
GRI406-1	/	歧视事件及采取的纠正行动。 Discrimination incidents and corrective actions taken.	116
B2健康与安全 B2 Health and Safety			
GRI3-3 GRI403	一般披露 General Disclosure	有关提供安全工作环境及保障雇员避免职业性危害的： (a) 政策；及 (b) 遵守对发行人有重大影响的相关法律及规例的资料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	133-146, 226
GRI403-5	/	向工作者提供的任何职业健康安全培训，包括通用培训以及对具体工作相关危害、危害活动或危害情况的培训。 Any occupational health and safety training provided to workers, including general training and training on specific job-related hazards, hazardous activities, or hazardous situations.	136-143

GRI准则 GRI Indicators	《报告指引》 Reporting Guide	《报告指引》或GRI准则内容 Reporting Guide or GRI Indicators	页码或备注 Page number or remark
GRI403-6a	/	组织如何促进工作者获得非职业医疗保健服务，以及提供的服务范围。 Explanation of how the organization facilitates workers' access to non-occupational healthcare services and the scope of services provided.	133,140,220
GRI403-9	B2.1	过去三年(包括汇报年度)每年因工伤亡的人数及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	121,145-146
GRI403-9	B2.2	因工伤损失工作日数。 Lost days due to work injury.	140,220
GRI3-3	B2.3	描述所采纳的职业健康与安全措施，以及相关执行及监察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	133-146
B3发展及培训 B3 Development and Training			
GRI3-3 GRI404	一般披露 General Disclosure	有关提升雇员履行工作职责的知识及技能的政策。描述培训活动。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	126-132
/	B3.1	按性别及雇员类别(如高级管理层、中级管理层等)划分的受训雇员百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	221-222
GRI404-1	B3.2	按性别及雇员类别划分，每名雇员完成受训的平均时数。 The average training hours completed per employee by gender and employee category.	126,222
B4劳工准则 B4 Labour Standards			
GRI3-3 GRI408 GRI409	一般披露 General Disclosure	有关防止童工或强制劳工的： (a) 政策；及 (b) 遵守对发行人有重大影响的相关法律及规例的资料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	114-115, 226
GRI3-3 GRI408-1c	B4.1	描述检讨招聘惯例的措施以避免童工及强制劳工。 Description of measures to review employment practices to avoid child and forced labour.	115
GRI3-3 GRI409-1b	B4.2	描述在发现违规情况时消除有关情况所采取的步骤。 Description of steps taken to eliminate such practices when discovered.	115
B5供应链管理 B5 Supply Chain Management			
GRI3-3 GRI308 GRI414	一般披露 General Disclosure	管理供应链的环境及社会风险政策。 Policies on managing environmental and social risks of the supply chain.	147-158
GRI2-6	B5.1	按地区划分的供应商数目。 Number of suppliers by geographical region.	154
GRI3-3	B5.2	描述有关聘用供应商的惯例，向其执行有关惯例的供应商数目，以及相关执行及监察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	147-158
GRI3-3	B5.3	描述有关识别供应链每个环节的环境及社会风险的惯例，以及相关执行及监察方法。 Description of practises used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	153
GRI3-3	B5.4	描述在拣选供应商时促使多用环保产品及服务的惯例，以及相关执行及监察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	153

环境、社会及管治报告

Environmental, Social and Governance Report

GRI准则 GRI Indicators	《报告指引》 Reporting Guide	《报告指引》或GRI准则内容 Reporting Guide or GRI Indicators	页码或备注 Page number or remark
B6产品责任 B6 Product responsibility			
GRI3-3 GRI206 GRI416 GRI417 GRI418	一般披露 General Disclosure	有关所提供产品和服务的健康与安全、广告、标签及隐私事宜以及补救方法的： (a) 政策；及 (b) 遵守对发行人有重大影响的相关法律及规例的资料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	97-112
/	B6.1	已售或已运送产品总数中因安全与健康理由而须回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	100
GRI2-29 GRI3-3 GRI418	B6.2	接获关于产品及服务的投诉数目以及应对方法。 Number of products and service-related complaints received and how they are dealt with.	104-105
/	B6.3	描述与维护及保障知识产权有关的惯例。 Description of practices relating to observing and protecting intellectual property rights.	103
/	B6.4	描述质量检定过程及产品回收程序。 Description of quality assurance process and recall procedures.	100-101
GRI3-3	B6.5	描述消费者资料保障及隐私政策，以及相关执行及监察方法。 Description of consumer data protection and privacy policies, how they are implemented and monitored.	111-112
GRI418-1	/	与侵犯客户隐私和丢失客户资料有关的经证实的投诉。 Substantiated complaints concerning breaches of customer privacy and losses of customer data.	112
GRI206-1	/	针对不正当竞争行为、反托拉斯和反垄断实践的法律诉讼。 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	96
B7反贪污 B7 Anti-corruption			
GRI2-27 GRI3-3 GRI205-3	一般披露 General Disclosure	有关防止贿赂、勒索、欺诈及洗黑钱的： (a) 政策；及 (b) 遵守对发行人有重大影响的相关法律及规例的资料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	92-95
GRI205-3	B7.1	于汇报期内对发行人或其雇员提出并已审结的贪污诉讼案件数目及诉讼结果。 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	95
GRI2-2 6GRI3-3 GRI205	B7.2	描述防范措施及举报程序，以及相关执行及监察方法。 Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	92-94
GRI205-2	B7.3	描述向董事及员工提供的反贪污培训。 Description of anticorruption training provided to directors and staff.	95
B8社区投资 B8 Community investment			
GRI3-3 GRI413	一般披露 General Disclosure	有关以社区参与来了解营运所在社区需要和确保其业务活动会考虑社区利益的政策。 Policies on community engagement to understand the needs of the communities where the operation is located and to ensure its activities take into consideration the communities' interests.	213-218
GRI203-1	B8.1	专注贡献范畴(如教育、环境事宜、劳工需求、健康、文化、体育)。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	213-218
GRI201-1	B8.2	在专注范畴所动用资源(如金钱或时间)。 Resources contributed (e.g. money or time) to the focus area.	213-218
GRI413-1	/	有当地社区参与、影响评估和发展计划的运营点。 Operations with local community engagement, impact assessments, and development programs.	213-218
经济议题 Economic Topics:			
GRI201-2	/	气候变化带来的财务影响以及其它风险和机遇。 Financial impacts and other risks and opportunities of climate change	204-207

附录五：核实声明

范围及目的

香港品质保证局获华润啤酒（控股）有限公司（「华润啤酒」）委托为其环境、社会及管治报告2024（「报告」）中所述的信息披露（「选定披露」）进行独立核实工作。选定披露涵盖了二零二四年一月一日至二零二四年十二月三十一日期间的信息，代表了华润啤酒的可持续发展表现。

核实工作的目的是对选定披露提供独立的有限保证意见，报告是依据以下报告披露框架编制：

- 香港联合交易所有限公司上市规则附录C2所载之《环境、社会及管治报告指引》（《ESG指引》）（二零二三年十二月三十一日起生效版本，该版本仍然适用于二零二五年一月一日之前开始的财政年度的报告）

基于报告的信息披露同时参考了以下信息披露框架，核实组也参考该些框架检阅报告的内容：

- GRI标准2021《GRI标准2021》就所选取之GRI准则的要求编制

保证程度和核实方法

香港品质保证局的核实程序是参考国际审计与核证准则委员会发布的《国际核证聘用准则3000》（修订版）「历史财务资料审计或审阅以外的核证聘用」（“ISAE 3000”）进行的。证据收集过程采用基于风险的方法来获得ISAE 3000中规定的有限保证水平。

我们的核实程序包括但不限于：

- 对报告中的可持续发展信息进行抽样，例如相关声明和表现数据，用于详细验证；
- 核实选定的可持续发展信息样本的原始数据资料及相关支持证据；
- 访问相关负责人员；和
- 检查内部控制机制。

角色和责任

华润啤酒负责相关的信息系统，依照该系统建立和维护记录和报告程序，包括可持续发展信息和表现的计算和确定。香港品质保证局核实小组负责对华润啤酒报告期间的选定披露作出独立核实意见。核实是根据华润啤酒与香港品质保证局双方同意的核实范围、目的和标准进行。

APPENDIX V: VERIFICATION STATEMENT

SCOPE AND OBJECTIVE

Hong Kong Quality Assurance Agency (“HKQAA”) was commissioned by China Resources Beer (Holdings) Company Limited (“CR Beer”) to conduct an independent verification for its sustainability disclosures (the “Selected Disclosures”) stated in its Environmental, Social and Governance Report 2024 (“the Report”). The Selected Disclosures covered the period from 1 January 2024 to 31 December 2024 and represented the sustainability performance of CR Beer.

The objective of this verification is to provide an independent opinion with a limited level of assurance on whether the Selected Disclosures are prepared in accordance with the following reporting criteria:

- the Environmental, Social and Governance Reporting Guide (“ESG Guide”) set out in Appendix C2 of the Listing Rules of The Stock Exchange of Hong Kong Limited (version effective from 31 December 2023, which remains applicable to annual reports for financial years commencing before 1 January 2025).

The verification team also review the disclosures in the Report by making reference to the following disclosure frameworks, as the Report has been prepared with references to:

- the Global Reporting Initiative Standards 2021 (“GRI Standards 2021”) for the selected standards

LEVEL OF ASSURANCE AND METHODOLOGY

HKQAA’s verification procedure has been conducted with reference to the International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information (“ISAE 3000”) issued by the International Auditing and Assurance Standards Board. The evidence gathering process was designed to obtain a limited level of assurance as set out in the ISAE 3000 by using a risk-based approach.

Our verification procedure included, but not limited to:

- Sampling the sustainability information stated in the Report, e.g. claims and performance data for detail verification;
- Verifying the raw data and supporting information of the selected samples of the sustainability information;
- Interviewing responsible personnel; and
- Checking the internal control mechanism.

ROLES AND RESPONSIBILITIES

CR Beer is responsible for the organization’s information system, the development and maintenance of records and reporting procedures in accordance with the system, including the calculation and determination of sustainability information and performance. HKQAA verification team is responsible for providing an independent verification opinion on the Selected Disclosures provided by CR Beer for the reporting period. The verification was based on the verification scope, objectives and criteria as agreed between CR Beer and HKQAA.

独立性

香港品质保证局没有参与收集和计算此报告内的数据或报告内容的编制。就提供此报告核查服务而言，核实过程是完全独立的。香港品质保证局与华润啤酒之间并无任何会影响核实公正性的关系。

局限性和除外情况

由于服务范围、核实标准的性质和核实方法的特点，本次核实存在以下局限性和除外情况：

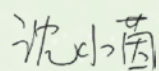
- i. 核实范围仅限于验证有关原始数据或资料编制成选定披露，例如报告中所述的声明和表现数据。可持续发展信息可能存在本质上的不确定性。由于有关的科学和技术知识不完整。
- ii. 评估可持续发展措施的执行质素和实施有效性、估算方法和技术的适宜性并不包括在核实范围之内。
- iii. 原始数据或资料的核实是采用抽样方法并信赖客户的陈述，因此，可能会存在未被发现的错误或错误陈述的情况。
- iv. 核实不包括任何超出核实时间覆盖范围的信息或资料。

结论

根据核实过程所获得的证据和结果，核实组作出有限保证结论，核实小组没有发现任何证据显示该报告没有依据香港联合交易所有限公司上市规则附录C2所载之《ESG指引》(二零二三年十二月三十一日起生效版，该规则仍然适用于二零二五年一月一日之前开始的财政年度的报告)框架编制。

此外核实组检阅报告后认为本报告是参考了《GRI标准2021》框架当中的内容或部分内容披露信息。

香港品质保证局代表签署



沈小茵
审核主管

二零二五年四月

参考编号：14953393-VER

INDEPENDENCE

HKQAA did not involve in collecting and calculating data or compiling the reporting contents. Our verification activities were entirely independent and there was no relationship between HKQAA and CR Beer that would affect the impartiality of the verification.

LIMITATION AND EXCLUSION

The following limitations and exclusions were applied to this verification due to the service scope, nature of verification criteria, and characteristics of the verification methodology.

- i. Our verification scope is limited to examining the raw data or information for the selected disclosures, e.g., Claims and Performance Data stated in the Report. The identified sustainability information may be subject to inherent uncertainty because of incomplete scientific and technical knowledge.
- ii. Evaluating the quality of execution and implementation effectiveness of the ESG practices, the appropriateness of the assumptions made, and the estimation techniques applied are outside the scope of our verification.
- iii. The verification of raw data or information is based on the use of a sampling approach and reliance on the client's representation. As a result, errors or irregularities may occur and remain undetected.
- iv. Any information outside the established verification period has been excluded.

CONCLUSION

Based on the evidence obtained and the results of the verification process, it is the opinion of the verification team that, with a limited level of assurance, nothing has come to the verification team's attention that, the report has not prepared, in all material respects, in accordance with the ESG Guide set out in Appendix C2 of the Listing Rules of The Stock Exchange of Hong Kong Limited (version effective from 31 December 2023, which remains applicable to annual reports for financial years commencing before 1 January 2025).

In addition, the verification team considered that the Report has been prepared by making reference to the contents or parts of the contents of the GRI Standards 2021 disclosure frameworks.

Signed on behalf of Hong Kong Quality Assurance Agency



Connie Sham
Head of Audit

April 2025

Ref: 14953393-VER



地址：香港湾仔港湾道26号华润大厦23楼2301&2310室

电话：852-2360-9722 传真：852-2874-0280

网址：www.crbeer.com.hk 电邮：info@crb.cn

Address: Room 2301 & 2310, 23/F., China Resources Building,
No. 26 Harbour Road, Wanchai, Hong Kong

Tel: 852-2360-9722 Fax: 852-2874-0280

Website: www.crbeer.com.hk Email: info@crb.cn

